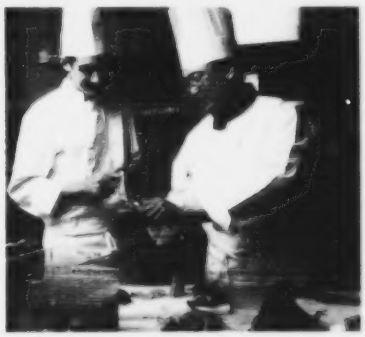
Alberta Apprenticeship and Industry Training Board



Building a Stronger Alberta

Annual Report
2007 - 2008

Apprenticeship and Industry Training

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August 2008

Honourable Doug Horner, Minister
Alberta Advanced Education and Technology
#324 Legislature Building
10800 - 97 Avenue
Edmonton, Alberta T5K 2B6

Dear Minister Horner:

I am pleased to provide you with the 16th annual report of the Alberta Apprenticeship and Industry Training Board. This report covers the board's operations and achievements for the period April 1, 2007 to March 31, 2008. It also presents a statistical overview of the Alberta apprenticeship and industry training system.

Respectfully submitted,

Brian Bickley

Brian Bickley
Chair

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Message from the Board Chair

Never before has there been such a period of growth and prosperity for the people of Alberta. From our bustling towns and cities to our wide open spaces, there is a tangible excitement in the air. A prosperous economy relies on highly skilled and trained tradespeople. Certified journeypersons and apprentices work in all corners of the province: they build our homes, schools and roads; repair our vehicles, feed us and maintain the lines that bring natural gas and electricity to our homes. Apprenticeship and industry training ensures that these individuals have the knowledge and experience they need to do their jobs.

Alberta's economic growth and prosperity has created tremendous opportunities for Albertans and others. There has been an unprecedented growth in the number of registered apprentices and significant in-migration of Canadian and foreign tradespeople coming to work in Alberta.

Within this environment, the Alberta Apprenticeship and Industry Training Board focused on its mission "to establish and maintain high quality training and certification standards in the apprenticeship and industry training system; and to promote training in the designated trades and occupations." The board established and maintained standards by recommending the designation of new occupations and making changes to training and certification standards in existing trades and occupations. It recognized certificates issued by other jurisdictions, and recommended changes to processes under the Qualification Certificate Program. It considered the impact of the British Columbia – Alberta *Trade, Investment and Labour Mobility Agreement* (TILMA) on apprenticeship training and certification standards and consulted with industry on compliance strategies. It strengthened the capacity of the industry committee network by holding its fifth biennial industry network workshop. The board promoted training by working with industry to raise funds for, and create, new scholarships and to encourage employers to hire and train more apprentices. It continued to support programs to attract people to the trades and to support them once they became a registered apprentice. It recognized apprentices, employers and instructors and supported skills competitions to promote skilled trades as a first-choice career option for young Albertans.

I want to thank the minister, industry, post-secondary institutions, and the staff of Advanced Education and Technology for their support throughout the year.

Sincerely,

Brian Bickley
Chair

Introduction

The Alberta Apprenticeship and Industry Training Board was established by the Government of Alberta to work with industry to set the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. It makes recommendations to the Minister of Advanced Education and Technology about the needs of Alberta's labour market for skilled and trained workers and the designation of trades and occupations. The board has additional responsibilities which are described throughout this report. It is accountable to report on its performance and to operate within the bounds of its legislation.

As a public agency, the board's work is aligned with government direction. The focus of the Government of Alberta's Strategic Business Plan in 2007-2008 was ensuring that Alberta keeps pace with strong economic growth. It set out five government priorities to realize its key outcomes for Albertans: "a better quality of life and a chance to share in the province's good fortune." Two of these priorities, managing growth pressures and building a stronger Alberta, were particularly relevant to the board.

The Strategic Business Plan also set out 10 core businesses with goals that are broad statements of what the government is trying to achieve. The Ministry of Advanced Education and Technology, and the board, are linked to the following goals:

Goal 1 – Alberta will have a prosperous economy

Goal 2 – Albertans will be well prepared for lifelong learning

The board developed a 2007-2010 business plan which aligned with the Ministry of Advanced Education and Technology's three-year business plan and the Government of Alberta's Strategic Business Plan. Through this alignment, the board, in partnership with industry and Advanced Education and Technology, worked towards managing the growth pressures felt by Alberta's apprenticeship and industry training system and building a stronger Alberta.

Principles

Accessible

Individuals wishing to pursue a career in the designated trades and occupations have access to apprenticeship and industry training.

Funded by All

Apprentices, trainees, employers, and government contribute to the financial cost of training.

Industry-driven

Industry is responsible for setting the standards for training and certification, and for providing on-the-job training and work experience for apprentices and trainees.

Supported by Government

Government, with advice from industry, has a role in regulating apprenticeship training and helping individuals to acquire the skills needed to work in designated trades and occupations.

Collaborative

Apprenticeship and industry training is based on effective partnerships among stakeholders.

Integrated

Apprenticeship and industry training are options within the advanced learning system and part of lifelong learning.

The Alberta Apprenticeship and Industry Training System and the Alberta Apprenticeship and Industry Training Board

The Alberta Apprenticeship and Industry Training Board *Back row from left:* Ray Jeffery, Hal Williams, Jeffrey Norris, Rod Moore, Brian Hinton, Gerald Clark, Paul Heyens, Al Petersen. *Front row from left:* John Bond, Shirley Dul (Assistant Deputy Minister), Brian Bickley (Chair), Don Bunch, Silvana Poplawski. *Missing from photo:* Herman Bruin.

Alberta's apprenticeship and industry training system is well-known as an industry driven system that ensures a highly skilled, internationally competitive workforce in over 50 designated trades and occupations. Industry (employers and employees) sets training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board. The Alberta government provides the legislative framework and administrative support for the system. Employers provide the on-the-job training component of apprenticeship and occupational training programs. Technical institutes and colleges deliver the technical training component of apprenticeship programs and offer formal training in some designated trades.

The board consists of 13 people, appointed by the Lieutenant Governor in Council, who are knowledgeable about training in trades and occupations and the needs of the Alberta labour market for skilled and trained people. Eight of the members represent employers and employees in designated trades and four represent employers and employees in other industries. To ensure a balanced approach, employers and employees are represented in equal numbers.

Vision

Highly skilled and trained people in designated trades and occupations meeting the needs of industry and society.

Mission

To establish and maintain high quality training and certification standards in the apprenticeship and industry training system, and to promote training in the designated trades and occupations.

High Quality Training and Certification Standards

The board's primary responsibility is to set the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. The board relies on a network of industry committees that include local apprenticeship committees (LACs) and provincial apprenticeship committees (PACs) in the designated trades, occupational committees in the designated occupations, and others such as provisional committees that may be established before the designation of a new trade or occupation comes into effect.

The role of these committees includes:

- making recommendations to the board about
  - designating or redesignating trades and occupations,
  - standards for the skills and competencies required for certification,
- developing technical training course outlines,
- monitoring changes and identifying the need for improvements in training,
- recognizing related training and certification.

The primary focus of designated trades is the acquisition of skills and competencies through an apprenticeship program.

Apprenticeship begins with finding an employer. Approximately 80 per cent of an apprentice's time is spent on the job under the guidance of a journeyperson. The other 20 per cent is spent on technical training provided at or through a post-secondary institution – usually a college or technical institute. The standards and requirements for technical training are recommended to the board by the provincial apprenticeship committees. The board is responsible for ensuring these standards meet the needs of apprentices and employers.

The primary focus of designated occupations is the recognition of acquired skills and competencies. The standards and requirements for certification are recommended to the board by the occupational committees. Some designated occupations have formal training, the standards and requirements for which are also recommended to the board by the occupational committees.

Industry standards

Industry standards are the level of practical knowledge and skills required to perform the tasks, activities and functions of a given trade or occupation.

Industry standards are described by the trade or occupation regulation, the blocks and tasks of the occupational analysis, the tasks in the record book, and learning objectives and outcomes of the course outline. Industry standards are monitored and measured by employer recommendations recorded in the completion of record books and performance on examinations.

Principles

Industry-driven

Industry is responsible for setting the standards for training and certification, and for providing on-the-job training and work experience for apprentices and trainees.

Supported by Government

Government, with advice from industry, has a role in regulating apprenticeship training and helping individuals to acquire the skills needed to work in designated trades and occupations.

Funded by all

Apprentices, trainees, employers and government contribute to the financial cost of training.

Designation of New Trades and Occupations

In 2007-2008, the board completed its review of two applications for a designated occupation: field heat treatment technician and industrial construction crew supervisor. In both instances, the board:

- established a provisional committee to make recommendations to the board about the application and the proposed designation, and
- recommended to the minister that the occupation be designated.

The minister agreed with the board's recommendations and designated these occupations.

The board also completed its review of an application for the designation of meat cutter as an optional certification trade. The board established a provisional committee to make recommendations to the board about the application. Consultation is underway with the post-secondary institutions that offer related training for meat cutters. Once completed, the board will make a recommendation to the minister on the request for designation.

Meat Cutter

Meat cutting is a skilled occupation that requires from one to four years to master. Meat cutters are employed in retail establishments and in processing plants. Meat cutters in plants may be found anywhere from killing the animal, to the production of packaged meat products. Retail meat cutters receive large cuts (primal cuts) or carcasses, which they reduce to retail cuts.

Trades are designated by the Lieutenant Governor in Council. No decision has yet been made.

Criteria for Designation of Trades and Occupations

The minister forwards applications for designation to the board for review and recommendation. The board reviews applications based on criteria established by the minister. Criteria include:

- the extent of industry support for the proposed designation,
- the range of skills and knowledge required to be competent in the trade or occupation and industry's desire to train or or recognize these skills and knowledge,
- the impact of the designation,
- whether the proposed trade or occupation would provide for a viable career,
- whether there is an overlap with other trades and occupations and the duplication of existing training,
- if the application is for a designated trade,
  - the need for apprenticeship training in the proposed trade,
  - whether the estimated number of new apprentices could sustain a viable apprenticeship program,
- if the application is for a compulsory certification trade,
  - the degree of risk or harm to workers,
  - the degree of risk of harm to the public,
  - the demonstrated need for proven competency to perform the work,
- if the application is for a designated occupation,
  - whether provincially recognized standards of competency would result in a demonstrated benefit to workers and the Alberta workforce.

Field Heat Treatment Technician

Heat treatment services include the application of heat for stress relieving, normalizing, drying, degassing, and process start up. The material being heat treated is primarily welded joints, fittings and structures. Heat is applied to objects using electricity, combustible fuels or induction. Temperatures are monitored and regulated over a specified time period with defined preheat heat and post heat times according to industry codes.

Field heat treatment technicians have to be knowledgeable in operating specialty heat treatment equipment and various sources of heat energy, blue print reading, working on industrial construction sites, locating applicable codes and standards in manuals and code books, documenting their work and moving and transporting their equipment from site to site.

Heat treatment is a small highly specialized industry. Field heat treatment technicians in Alberta work for specialty contractors who provide services primarily for heavy industrial construction and process plant maintenance and shutdowns. Field heat treatment technicians are highly mobile and may cross provincial boundaries frequently.

The field heat treatment technician occupation is confined to the contracted, on-site delivery of mobile heat treatment and heat treatment equipment.

Field heat treatment technician becomes a designated occupation effective August 1, 2008.

Industrial Construction Crew Supervisor

The industrial construction crew supervisor is responsible for supervising a construction crew's safety, providing leadership and supervision, participating in planning and scheduling, quality control and administration of crews at the worksite. Industrial construction sector worksites include modular fabrication sites (mod yards), fabrication shops, plant maintenance and shut downs, and pipelines, as well as new plant construction.

As a key participant in the relationship with the contractor, other contractors, company and client, the crew supervisor is the first level or front-line supervisor of their crew, and may also be the first level management representative and client interface.

Industrial construction crew supervisor becomes a designated occupation effective June 1, 2008.

"The designated occupation initiative for the industrial construction crew supervisor has a lot of wins for all of the stakeholders in the industrial construction industry. For the crew supervisor who does the job, it provides formal recognition of their unique skills and qualifications that they can take with them from project to project. For the contractor who employs them, it provides a recognized standard of qualifications and training that will be easily identified. For the purchaser of industrial construction and plant maintenance services, they should see gains in productivity, safety, and quality."

Ron Cherlet
Presiding Officer, Industrial Construction Crew Supervisor Provisional Committee
Edmonton, Alberta

Changes to Trades and Occupations

The board, with the approval of the minister, makes changes to training and certification standards in trades and occupations. The board relies on the industry committees, particularly provincial apprenticeship committees and occupational committees, to identify the need, recommend the changes and provide the rationale. Provincial apprenticeship committees regularly review course outlines and their training and certification standards to ensure that technical training keeps pace with changes in technology and the workplace. As well, occupational committees regularly review their competency profiles, and training programs, where they exist, to ensure their occupation is current.

In 2007-2008, the board, with the approval of the minister, made major changes to two trades – parts technician and steamfitter-pipefitter – and to the warehousing occupation. The board also made *changes to trade regulations* for the hairstylist, heavy equipment technician, ironworker, machinist, recreation vehicle service technician and water well driller trades. These changes are the result of the ongoing review of regulations made by provincial apprenticeship committees. In addition, the name of the electrical motor systems technician trade was changed to reflect the Interprovincial Standards Red Seal name: electric motor systems technician.

On the recommendations of the provincial apprenticeship committees, the board made *changes to the course outlines* of the communication technician, electrician, glazier, locksmith, recreation vehicle service technician, tilesetter and steamfitter-pipefitter trades. These changes support the development and maintenance of course content and outcomes that are current and relevant to the workplace.

All trade and occupation regulations have an expiry date to make sure they are relevant and necessary. The board systematically evaluates each trade and occupation to make sure they are viable and sustainable, and reviews the trade or occupation regulations to ensure they continue to reflect the needs of industry. In 2007-2008, the expiry dates for three designated occupations and two designated trades were reviewed and extended.

Parts Technician/Warehousing

In December 2006, on the recommendation of the Parts Technician Provincial Apprenticeship Committee (PAC) and the Warehousing Occupational Committee, the board approved "in principle the merging of the parts technician trade and the warehousing occupation." The PAC was expanded to include the members of the Warehousing Occupational Committee and began working to develop the new trade.

In March 2008, the board with the approval of the minister, made the new Parts Technician Trade Regulation, which will come into effect on May 1, 2008. The new trade is comprised of two branches: parts technician branch and materials technician branch. Certification in each branch is available after completion of the relevant apprenticeship program. The warehousing occupation will continue to be designated until May 1, 2010.

The warehousing occupation provided three levels of certification: basic, intermediate, and technician. Existing trainees have two options:

- register as an apprentice in the materials technician branch of the trade, or
- complete their existing warehousing training and be certified in the occupation before May 1, 2010.

No new warehousing trainees will be accepted as of May 1, 2008. First period technical training in the materials technician branch of the trade will be offered in September 2008.

There is no impact on existing parts technician apprentices. The new parts technician technical training will begin in September 2008. Parts technician journeypersons and apprentices will receive credit towards an apprenticeship program in the materials technician branch of the trade if they want to obtain certification in that branch of the trade.

Steamfitter-Pipefitter

In 2007, the Steamfitter-Pipefitter Provincial Apprenticeship Committee (PAC) reviewed the steamfitter-pipefitter apprenticeship program based on concerns expressed by employers and apprentices regarding the volume and applicability of welder-related training within the program. In early 2008, the board agreed with the PAC's recommendations for program adjustment and approved the proposed changes.

The 2008 revised course outline removes welder-related content from 3rd and 4th period and is more closely aligned with the Interprovincial Standards Red Seal Program, while consolidating steamfitter-pipefitter training in a new 3rd period. Welder-related training remains in the 1st and 2nd period to the extent that it provides training for the preparation and tacking of welded joints and provides first period credit toward a welder apprenticeship. The PAC and the board believe these changes will focus the technical training on steamfitting-pipefitting and improve apprentices' success in obtaining a red seal.

The PAC and the board believe the new course outline can be completed in a three-year apprenticeship program. The board with the approval of the Minister, amended the Steamfitter-Pipefitter Trade Regulation (AR 305/2000) effective July 1, 2008 to make the apprenticeship program three periods of 12 months each with 1,500 hours of on-the-job training and eight weeks of technical training in each period. The wage percentages specified in the trade regulation were also changed.

Apprentices eligible for 1st, 2nd or 3rd period technical training in 2008-2009 continue to be eligible for 1st, 2nd or 3rd period in the new three-period program and will receive certification when they complete all requirements for 3rd period.

Apprentices who on June 30, 2008 are eligible to enter the 4th period of the four-period steamfitter-pipefitter apprenticeship program may:

- complete the 3rd period of the three-period steamfitter-pipefitter program and receive credit toward 1st period technical training of the welder apprenticeship program.
- complete the 4th period of the four-period steamfitter-pipefitter program and receive credit toward 1st and 2nd period technical training of the welder apprenticeship program. There will be a limited number of 4th period offerings in the 2008-2009 school year.

Prior learning assessment alternatives are also available to assist in the transition.

Expiry Date Extensions

Construction Craft Labourer Occupation Regulation: extended until March 31, 2017

Gas Utility Operator Occupation Regulation: extended until March 31, 2010

Warehousing Occupation Regulation: extended until March 31, 2012

Outdoor Power Equipment Technician Trade Regulation: extended until March 31, 2010

Tool and Die Maker Trade Regulation: extended until March 31, 2009

Changes to Other Trade Regulations

Ironworker: The trade regulation was amended to allow Quebec structural steel ironworkers with a certificate issued by the Commission de la Construction du Quebec in the occupation of monteur d'acier de structures to work in Alberta within the structural steel component of the ornamental/structural branch of the ironworker trade. It was also amended to ensure the definition of 'structure' applied to both the ironworker and structural/ornamental ironworker branches of the trade.

There were minor changes in the following trade regulations to improve clarity:

Heavy equipment technician: Technical errors made in previous amendments of the regulation were corrected.

Machinist: The reference to hole gauges and telescoping gauges as examples of precision measuring instruments in the tasks, activities and functions was deleted because these gauges are not precision measuring instruments.

Recreation vehicle service technician: The reference to 'park model trailers' in the definition of recreation vehicle was deleted. These trailers are not recreational vehicles and are not designated for travel.

Water well driller: The undertakings of the trade were amended to clarify that water well pumps and systems are separate and distinct components.

Changes to Course Outlines

Communication Technician: A revised course outline was developed and approved by the board, with implementation scheduled for January 2008. Extensive changes were made to remove obsolete content and add content to address current technology.

Electrician: New content was added including timers, smart relays, workplace coaching skills, an introduction to cathodic protection and analog programmable-logic controllers (PLCs). Some existing topics such as the emphasis on direct current (DC) machines and alternating current (AC) machines were adjusted. Additional changes were made to electronics, shifting the focus to component diagnosis and replacement.

Glazier: Training on explosive actuated tools was removed and training on swing stages was increased.

Locksmith: Outdated material was removed and the course outline was better aligned with the learning materials.

Recreation vehicle service technician: New content was added including apprenticeship orientation, auxiliary gasoline fuelling systems and specialty haulers.

Steamfitter-pipefitter: The welder-related content from 3rd and 4th period was removed.

Tilesetter: Outdated content was removed and shop objectives were integrated into the corresponding theory section.

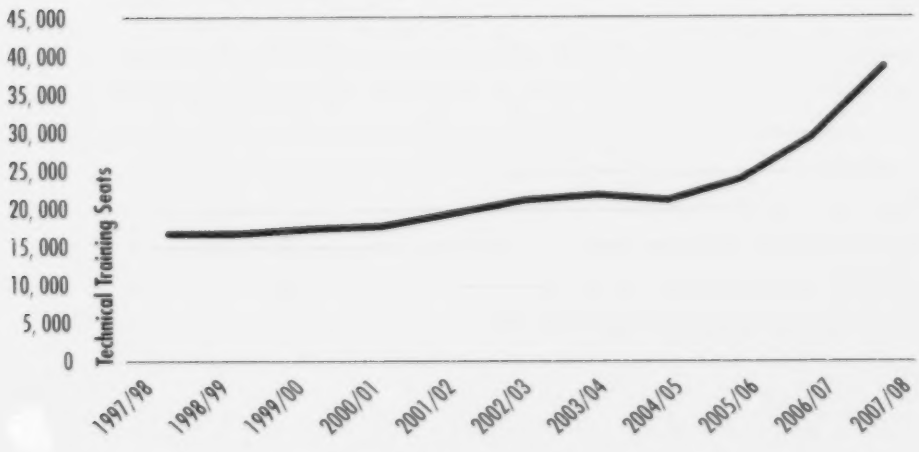
Increased Demand for Technical Training

Increased numbers of apprentices has increased demand for technical training. The department is continually working with post-secondary institutions to increase their capacity to accommodate more apprentices to help address the demand for skilled tradespeople in Alberta. More than 6,000 technical training seats were added in the 2007-2008 school year.

Not all apprentices attend technical training in any given year, so the ratio of the number of registered apprentices to classroom spaces varies. The reasons for not attending may include:

- Apprentices do not normally attend technical training until they have had at least 8 to 10 months of on-the-job training with their employer.
- Some apprentices are graduates of accredited post-secondary technical programs or have completed an apprenticeship program in another trade and have received credit for their technical training.
- Some have successfully completed all of the technical training and have only the required on-the-job training to complete before being eligible to be certified.
- Some prefer to obtain the study material (ILMs – individual learning modules) and learn at their own pace and challenge the industry exam.
- Some are in the Registered Apprenticeship Program (RAP) and attending high school and are not able to attend technical training.

Total Technical Training Seats Offered, 1997/98 - 2007/08



Source: Alberta Advanced Education and Technology

Notifying Apprentices of the Availability of Technical Training Seats

It is important that apprentices are aware of when and where classes are offered for their trade. Several new strategies were implemented last year to provide this information.

- Detailed information about technical training spaces was made available online for apprentices and employers.
- A toll-free number was set up to provide apprentices with up-to-date information about the availability of technical training spaces.
- The 2007-2008 Apprenticeship Class Calendar contained an advertisement encouraging apprentices to look at all the options for where technical training was offered.
- Posters were mailed to all apprentices in late June and to employers in late July reminding them to check the tradesecrets website for available spaces.
- Information was sent to all eligible apprentices and their employers encouraging apprentices to check availability at other colleges if spaces were not available at the institute or college of their first choice.

Check the training spaces available at www.tradesecrets.gov.ab.ca

New Toll-Free Number Helps Apprentices Find Seats 1-877-899-SEAT (7328)

Maintaining High Quality Standards

The board is accountable to the Minister of Advanced Education and Technology and to Albertans for the performance of the apprenticeship and industry training system and is committed to pursuing the highest level of performance. To help the board measure the effectiveness of the system and to maintain high quality standards, the board supports a number of studies that assist it to better understand the needs of apprentices and employers.

In 2007-2008, the board supported the:

- Apprentice Graduate Satisfaction Survey
- Apprentice Completion/ Retention Study

Apprentice Completion Rates During the 2006-2007 school year, 78% of apprentices who completed the first year of their program went on to complete their apprenticeship within two years of the earliest completion date.

Apprentice Graduate Satisfaction Survey Results

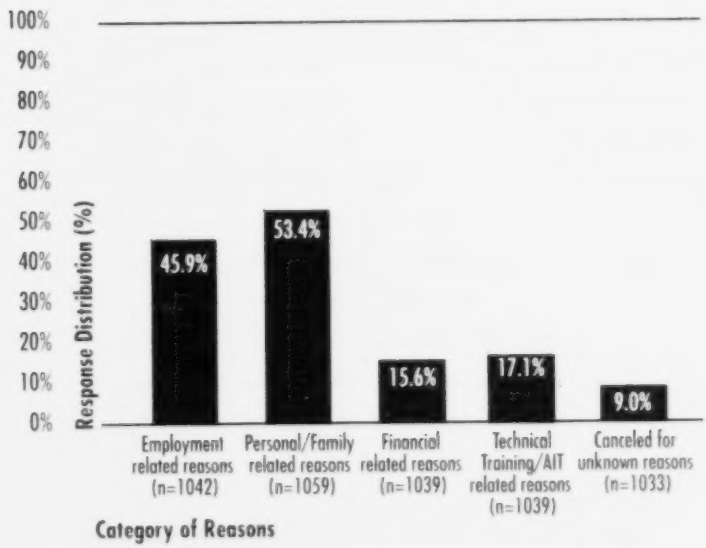
One measure of the effectiveness of the apprenticeship and industry training system is the survey of apprentice graduate satisfaction conducted in alternate years. The graduate satisfaction survey seeks to understand:

- graduate satisfaction with their experience in their apprenticeship training program and their technical training, and
- responsiveness of the apprenticeship and industry training system to the skill requirements of the Alberta economy – measured by the extent to which their employment is related to their training.

The majority of graduates who participated in the 2007 survey expressed satisfaction with:

- the overall quality of on-the-job training (93%);
- the overall quality of their technical training (94%); and
- their experience with the apprenticeship program – 96 per cent would still have chosen to become an apprentice.

Factors Contributing to Individuals not Completing their Apprenticeship - All Respondents*



Source: Alberta Advanced Education and Technology
* The survey population was 6,600 cancelled apprentices. Cancelled apprentices were defined for the survey as individualls cancelled during the period of December 1, 2005 to December 1, 2006 inclusive.
n = The number of respondents who provided a reason for cancelling within each of the categories of reasons noted.

Apprentice Completion/ Retention Study

The Alberta Apprentice Completion/ Retention Study was conducted to understand the reasons why apprentices do not complete their apprenticeship training programs or become certified journeypersons. All apprentices who left their programs between December 1, 2005 and December 1, 2006 inclusive were surveyed. Some of the key findings of the survey are included here. The board will review all findings and identify appropriate actions, if any.

Among all respondents, the top three reasons for not completing an apprenticeship program were:

1. found a job in an unrelated field,
2. adequacy of wages and/or benefits,
3. greater financial incentive to work than complete an apprenticeship program.

Among respondents who had journeyperson certification in another trade or occupation, the top three reasons for not completing an additional apprenticeship program were:

1. greater financial incentive to work than complete apprenticeship,
2. preferred to work rather than pursue certification,
3. found a job in an unrelated field.

Recognition of Work Experience, Training and Certification

The recognition of work experience, training and certification is essential for labour mobility. Labour mobility is critical to Alberta's economy. A mobile workforce appropriately trained and certified helps Alberta industry meet its needs for skilled tradespeople. Similarly, it allows Alberta industry to compete across Canada and globally.

The strong economy and shortage of skilled tradespeople in some trades have attracted skilled workers from other parts of Canada as well as from other countries. Some have credentials; others have work experience, skills and knowledge in a designated trade or occupation.

The board is responsible for establishing the standards for certification and for recognizing certificates as equivalent to certificates granted under Alberta's *Apprenticeship and Industry Training Act*.

The board does this by Board Orders which are available to the public on the apprenticeship and industry training website, www.tradesecrets.gov.ab.ca.

In the designated trades, the Interprovincial Standards Red Seal Program (Red Seal Program) is the primary vehicle for the recognition of tradespeople across the country. The board and the department work closely with the Canadian Council of Directors of Apprenticeship which is responsible for the management of the Red Seal Program. The red seal endorsement provides mobility across Canada for skilled workers and their employers who wish to move and work interprovincially. The board recognizes certificates with a red seal endorsement as equivalent to a trade or occupational certificate in the relevant trade or occupation. A person who holds a trade certificate with a red seal can immediately go to work in Alberta.

During the past year the board recognized certificates from other jurisdictions in a number of trades. This enhances the mobility of workers across jurisdictions and helps address the shortage of skilled workers in Alberta. All of the certificates recognized by the board are posted, on a trade-by-trade basis, on the apprenticeship and industry training website.

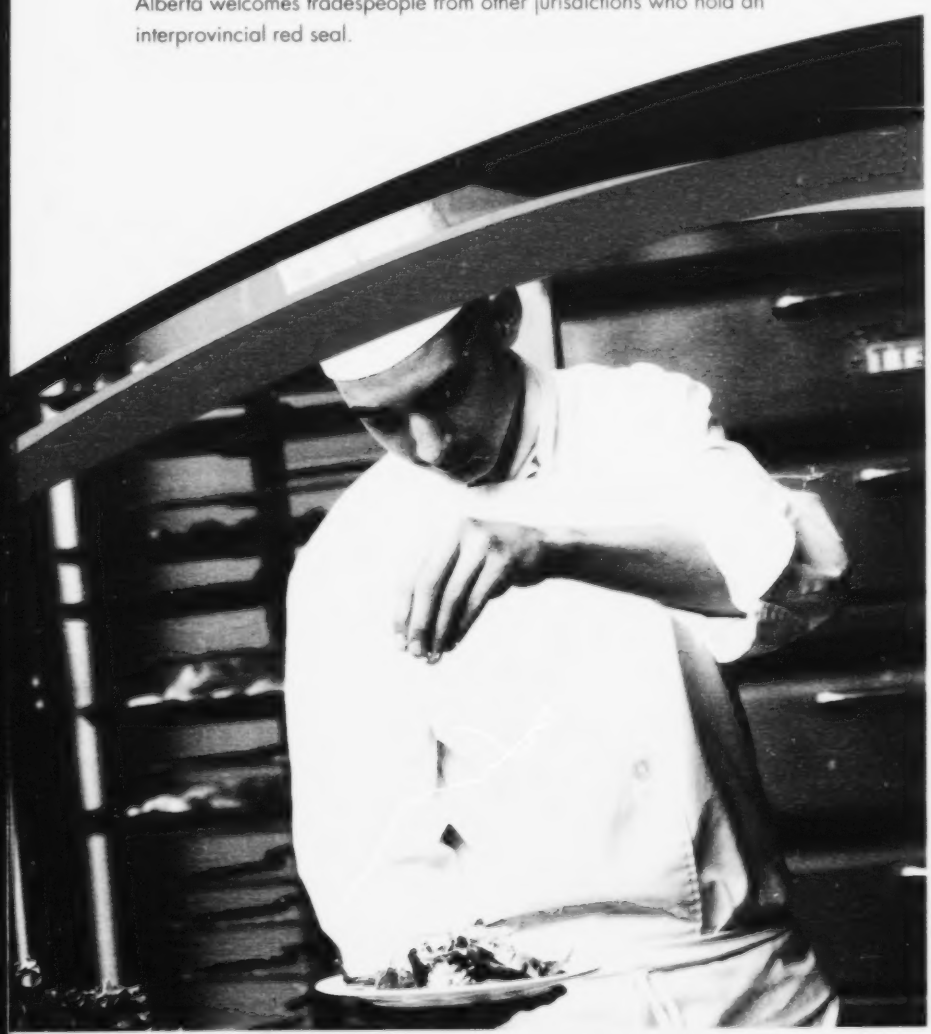
More employers are seeking approval to bring foreign tradespeople into Canada. In compulsory certification trades, these workers are required to obtain Alberta certification within 180 days of receiving their work permit. On the recommendation of the board, this time period may be extended for an additional 180 days provided that positive steps have been taken towards attaining certification.

Interprovincial Standards Red Seal Program

The Interprovincial Standards Red Seal Program (also known as the Red Seal Program) was established nearly 50 years ago to provide greater mobility across Canada for skilled workers. Through the program, apprentices who have completed their training and certified journeypersons are able to obtain a red seal endorsement on their trade certificate by successfully completing an interprovincial standards examination.

Alberta participates in 46 of the 49 red seal trades providing Alberta's journeypersons interprovincial mobility. Most high demand construction trades are designated as red seal trades.

A person who holds a trade or occupational certificate with a red seal endorsement can practice their trade or occupation in any province or territory in Canada where the trade or occupation is designated without having to write further examinations. Alberta welcomes tradespeople from other jurisdictions who hold an interprovincial red seal.



Recognition of Other Certificates (Non Red Seal)

Auto Body Technician
A certificate of qualification in the automotive refinishing prep technician trade issued by British Columbia is recognized as equivalent to an Alberta trade certificate in the auto body prepper branch of the auto body technician trade.

Carpenter
The Certificate of Military Achievement, Level 5 (QL5), Military Construction Technician issued by the Department of National Defence (Canada) is recognized as equivalent to an Alberta trade certificate in the carpenter trade.

Gasfitter
The Gas Fitter I Certificate of Qualification issued by Nova Scotia and the Class G1 Gas Technician License issued by New Brunswick are recognized as equivalent to an Alberta trade certificate in the gasfitter A branch of the gasfitter trade.

The Gas Fitter II Certificate of Qualification issued by Nova Scotia and the Class G2 Gas Technician License issued by New Brunswick are recognized as equivalent to an Alberta trade certificate in the gasfitter B branch of the gasfitter trade.

Rig Technician
Rig technician certificates, both completion of apprenticeship and qualification certificates, issued by Saskatchewan, British Columbia and Northwest Territories, are recognized as equivalent to an Alberta trade certificate in the same level of the rig technician trade.

Sawfiler
A certificate of qualification in the lumber manufacturing industry – circular sawfiler trade issued by British Columbia, is recognized as equivalent to an Alberta trade certificate in the circular sawfiler branch of the sawfiler trade.

A certificate of qualification in the lumber manufacturing industry – benchperson trade issued by British Columbia, is recognized as equivalent to an Alberta trade certificate in the sawfiler branch of the sawfiler trade.

Foreign Worker Program

The Foreign Worker Program is a federal program. Most foreign workers require a valid permit to work in Canada. For employers interested in hiring a foreign worker, there are three basic requirements: the job offer must be approved by Service Canada (through a positive labour market opinion); the applicant must be assessed by Citizenship and Immigration Canada; and a work permit must be issued to the foreign worker by Citizenship and Immigration Canada. In some cases, special exemptions may apply and special criteria may apply for some industry sectors and occupations. Alberta Advanced Education and Technology reviews and verifies the prior work experience and training of foreign tradespeople who wish to work in a compulsory certification trade prior to their arrival in Alberta to ensure they have the prerequisite experience.

Qualification Certificate Program

The Qualification Certificate Program offers an assessment and certification process to recognize the prior work experience, knowledge and skills of experienced tradespeople who do not have an Alberta trade certificate or a recognized trade certificate from another jurisdiction. The Qualification Certificate Program is used to assess the qualifications of Canadians and permanent residents (previously called landed immigrants) as well as temporary foreign workers.

In the last year, the board reviewed the processes under the Qualification Certificate Program and recommended changes to facilitate the qualification of temporary foreign workers. Processes for Canadians, permanent residents, and temporary foreign workers were made similar. Based on the recommendation of the board, the time period during which a temporary foreign worker must be certified (180 days of arriving in Alberta), may be extended for an additional 180 days provided the worker or his or her employer can show that positive steps have been taken towards attaining certification. Each case will be individually evaluated. For example, the time period may be extended if the foreign worker is participating in a trades refresher or language improvement course.

The outcome of these changes is that Alberta's certification standards are maintained while industry is assisted in addressing its needs for certified tradespeople.

British Columbia – Alberta Trade, Investment and Labour Mobility Agreement

The *Trade, Investment and Labour Mobility Agreement* (TILMA) between the governments of British Columbia and Alberta came into effect April 1, 2007. The labour mobility provisions of the agreement will affect trades and occupations designated under Alberta's *Apprenticeship and Industry Training Act*. Article 13 of the TILMA requires Alberta to recognize a worker certified for an occupation by a regulatory authority in British Columbia as qualified to practice that occupation in Alberta. Article 5 of the TILMA requires Alberta and British Columbia to mutually recognize or otherwise reconcile their existing standards and regulations that restrict or impair trade, investment or labour mobility.

During the two-year transition before full implementation of the agreement, the board is reviewing the impact of the TILMA on the apprenticeship and industry training system and deciding on the best strategies to meet its obligations under the TILMA.

In the fall of 2007, the board consulted with industry about the strategies it was considering. It held focus groups and asked for written responses from industry stakeholders and others. The chair or a member of the board and department staff met with a number of industry associations and provincial apprenticeship committees to discuss the board's approach to the TILMA. In December 2007, the board, after considering the input it received, agreed to a number of strategies.

Since the board made its decisions, it became aware of other discussions around labour mobility and possible changes to the *Agreement on Internal Trade*. The board delayed communication of its decisions until it could reconsider those relating to the red seal trades. The board's strategies will be communicated to members of the industry committee network and other stakeholders in 2008. In the meantime, provincial apprenticeship committees with similar non-red seal occupational standards are continuing their review of British Columbia standards with a view to reconciling standards and recognizing certificates by April 1, 2009.

Agreement on Internal Trade

The *Agreement on Internal Trade* came into effect on July 1, 1995. It is intended to reduce and eliminate, to the extent possible, barriers to the free movement of persons, goods, services and investment within Canada and to establish an open, efficient, and stable domestic market. The agreement is under review across Canada. The Council of the Federation (the premiers of the provinces and territories) has requested a plan and timelines for strengthening the agreement to achieve full labour mobility within Canada by April 1, 2009.

Principles

Collaborative - Apprenticeship and industry training is based on effective partnerships among stakeholders.

Strengthening the Capacity of the Industry Committee Network

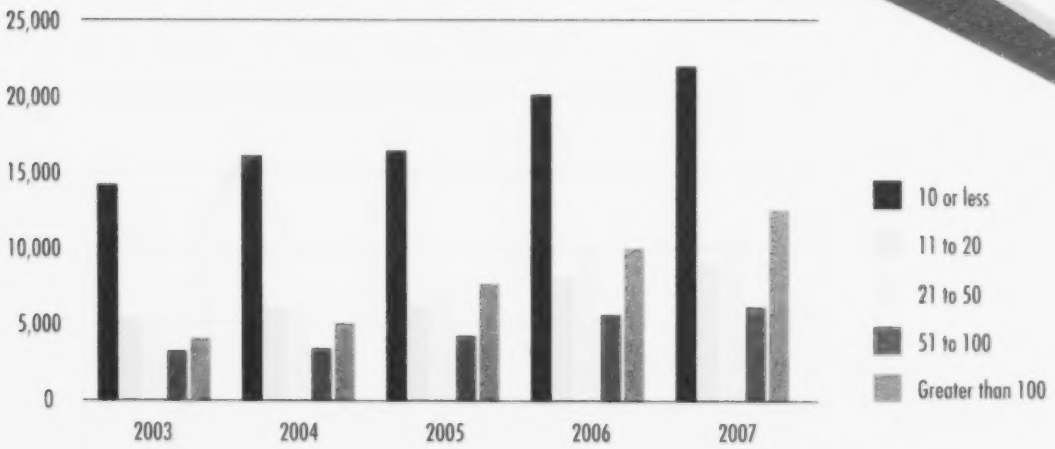
The industry committee network is the foundation of the Alberta's apprenticeship and industry training system. The board could not maintain Alberta's high industry training and certification standards without this foundation. The members of the committees are the eyes and ears of industry at large. Effective communication with industry and within the network of industry committees is critical to the success of the Alberta apprenticeship and industry training system. The board relies on the information brought forward from the various trade and occupational committees to make appropriate decisions and recommendations that will meet industry's needs.

The industry committee network includes local and provincial apprenticeship committees (LACs and PACs), occupational committees and provisional committees. The board may also establish ad hoc committees from time to time.

In 2007-2008, the board continued to work with the network to strengthen its capacity to work effectively in partnership with the board. In the past year, the board sponsored an industry network workshop for board members and industry committee network members, and orientation workshops for new provincial apprenticeship committee members.

Alberta's apprenticeship and industry training system relies on a network of over 160 committees made up of approximately 750 individual industry representatives. Trade and occupational committees are composed of equal numbers of employers and employees.

Total Apprentices Being Trained by Employer Site Size, 2003-2007*



Source: *Alberta Advanced Education and Technology*
*The size of a employer site is determined by the number of tradespeople

2007 Industry Network Workshop: Cultivating Leadership Skills

The board held its 5th biennial industry network workshop in Edmonton on October 21 and 22, 2007. More than 265 participants attended the workshop which concentrated on the importance and impact of good leaders to the system. A number of concurrent training sessions were held, including Effective Leadership Strategies, Managing Stress as a Leader, and Retaining Valuable Employees in Challenging Times.

Eighty-eight per cent of the industry participants completed an evaluation of the workshop. Some of the results include:

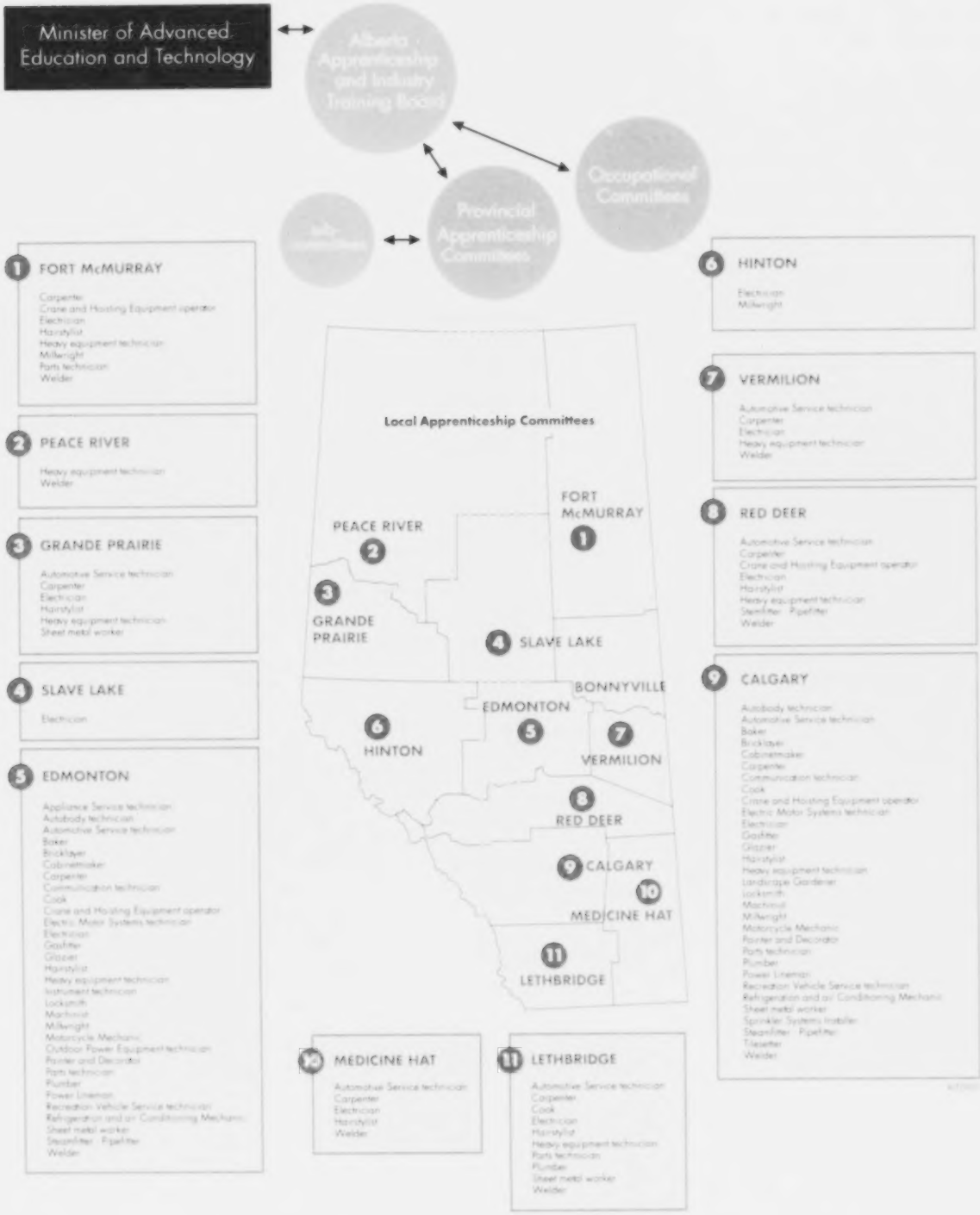
- 97 per cent of respondents agreed or strongly agreed that the workshop provided high value information about leadership concepts.
- 98 per cent of respondents agreed or strongly agreed that the workshop provided information and tools useful to committee members.
- 99 per cent of respondents agreed or strongly agreed that the workshop strengthened the industry committee network.

2007 Industry Network Workshop

(above) Keynote Address: Eric Newell, Chancellor, University of Alberta; Retired Chairman of the Board and CEO, Syncrude Canada Ltd.

(below) Special Presentation: Guy Mallabone, Chair of the Board of Directors, WorldSkills Calgary 2009

Structure and Organization of the Alberta Apprenticeship and Industry Training System



Training New Industry Committee Members

The board continued to strengthen the capacity of the industry committee network by providing orientation workshops for new provincial apprenticeship committee members. The orientation sessions familiarize new members with the structure and function of the provincial apprenticeship committees and their roles and responsibilities as members. The information new PAC members gain through these workshops helps them to be more effective in reflecting industry's needs and providing advice and recommendations to the board about training and certification standards in their trade.

The first three of these workshops were held in 2006-2007. Two more sessions were held in 2007-2008. The feedback from all sessions was very positive. An additional session is planned for spring 2008. The goal is to reach as many as 60 of the newest committee members each year by holding up to two workshops annually.

Chairman's Award of Excellence

The Chairman's Award of Excellence is a prestigious honour awarded to only a few individuals every second year who have demonstrated outstanding dedication and commitment to their trades and occupations and to the principles of apprenticeship and industry training through service in the industry committee network. The awards are presented at the Industry Network Workshop.

2007 Recipients:

Arthur Dack
(recreation vehicle and service technician)
Jim Hole
(landscape gardener)
Donald Lezetc
(welder and boilermaker)
Fraser MacDonald
(cook)

Chairman's Award of Excellence – 2007 Recipients

From left: Jim Hole, Arthur Dack, Brian Bickley (Chair, Alberta Apprenticeship and Industry Training Board), Fraser MacDonald, Donald Lezetc.

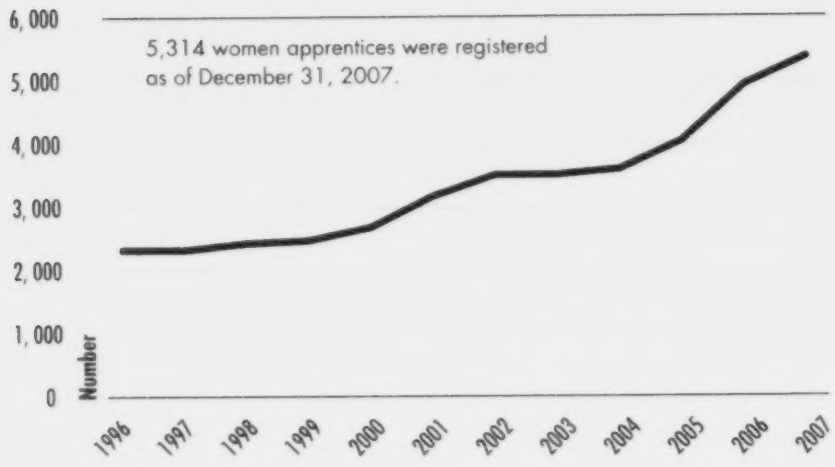
Promoting Training in the Trades and Occupations

The board is also responsible for promoting careers, training and certification of people in the designated trades and occupations. Given the shortage of skilled tradespeople and the demographic changes underway in Alberta, the board worked to increase participation in the apprenticeship and industry training system.

One way to increase participation is to ensure there are programs, projects and strategies in place to attract people to the trades and to support them once they have become a registered apprentice. Every individual is unique, with different circumstances that may affect his or her ability to seek a career in the trades or occupations and to access learning and work opportunities. The board and the department worked with industry and organizations to encourage increased awareness, participation and success in the apprenticeship and industry training system. A number of programs to help youth and Aboriginal people, in particular, start their careers in the trades have been established.

Another way to promote training and to increase participation is to enhance the image of a career in the designated trades and occupations, and to promote apprenticeship and occupational training as an integral part of the advanced learning system, and an excellent, post-secondary educational choice. Scholarships play a role in attracting people to the designated trades and occupations and provide encouragement and financial assistance as apprentices and trainees progress through, and complete, their training. They enhance the profile of training and education in the trades and occupations by putting it on par with other post-secondary education choices for which there are scholarships. The board recognizes the high achievements of apprentices. It also recognizes the efforts of industry, who are critical partners in producing highly skilled and trained tradespeople.

Total Number of Women Apprentices Registered



Source: Alberta Advanced Education and Technology

* This graph represent statistics covering calendar years (January to December)

Supporting Women in the Trades

The board fostered relationships with organizations that promote women in the trades, including:

- Women Building Futures (WBF), a non-profit organization based in Edmonton that helps attract women into the construction trades, provides pre-trades training and mentorship for women entering or already in the trades.
- The Young Women Exploring Trades and Technologies Conference provides young women opportunities to explore trade careers. The conference targets young women from Alberta senior high schools. Edmonton hosted the 2007 event in conjunction with the Provincial Skills Competition.
- The Board continued to support industry initiatives such as the Construction Owners Association of Alberta's (COAA) Opportunities for Women in Construction initiative and the COAA yearly best practices conference.

Principles

Collaborative

Apprenticeship and industry training is based on effective partnerships among stakeholders.

Integrated

Apprenticeship and industry training are options within the advanced learning system and part of lifelong learning.

Accessible

Individuals wishing to pursue a career in the designated trades and occupations have access to apprenticeship and industry training.

Attracting Youth to Careers in the Trades

The Registered Apprenticeship Program not only gave Virginia Perry a head start in the millwright trade, it taught her about herself. "RAP gave me a boost for my career but it has also helped develop me as an individual and mature into an adult." Virginia works for Suncor in Fort McMurray and is looking forward to a long and successful career. "I can happily say I know where I will be in the next 20 years – somewhere dirty, getting my millwright hands into everything!"

Virginia Perry
Fourth year millwright
apprentice for Suncor
Fort McMurray, Alberta

Mike Allen has helped many young people get their start in the trades. His company employs journeypeople and apprentices in the heavy equipment technician, auto body technician and parts technician trades, and currently has four RAP apprentices on staff. "The RAP program allows employers to access an untapped labour pool and gives us the chance to encourage young people to enter the trades. We need to catch their interest as soon as we can, and how better than while they're still in school trying to determine what exactly they want to do for their working lives."

Mike Allen
Technical Director for
GreatWest Kenworth Ltd.
Calgary, Alberta

Registered Apprenticeship Program

The Registered Apprenticeship Program (RAP) grew to more than 1900 students in 2007. The RAP allows high school students to participate in apprenticeship while they are still attending school. RAP apprentices earn hours of on-the-job training and work experience as credit toward both their apprenticeship program and their high school diploma, as well as an income.

Youth Apprenticeship Project

The Youth Apprenticeship Project (YAP) operates in three northern Alberta communities: High Prairie, Lac La Biche and Wabasca. The YAP helps students explore career options through hands-on learning activities in school, at worksites and by viewing demonstrations of workplace skills by journeypersons and other professionals. As of March 31, 2008, 306 students in Grades 7 to 10 were participating in YAP. This experience sparked interest in apprenticeship training for 29 YAP students who have enrolled in RAP in their grade 9 or 10 year.

Youth in Transition to Apprenticeship Project

The Youth in Transition to Apprenticeship Project (YITTA) assists in connecting young people, aged 18 to 30, who want a career in the trades, with companies looking to hire apprentices. The project is being piloted in Edmonton and Calgary.

Apprenticeship Facts

High school RAP students are employed at approximately 1,000 employer sites.

Over 2,800 apprentices who started RAP in high school are currently continuing in a regular apprenticeship program.

Helping Aboriginal People Find Careers in the Trades

Apprenticeship Preparation for Aboriginal People

Apprenticeship Preparation for Aboriginal People (APAP) is an essential skills project developed to assist Aboriginal people who would like to participate in apprenticeship programs but need the necessary workplace skills. The project has an applied and hands-on learning curriculum that focuses on literacy, numeracy, science and work maintenance skills. Assistance is provided through practical academic lessons, continual personal support, tutoring, work experience, work place readiness and assistance with job acquisition and retention. Three pilot sites in Lethbridge, Wetaskiwin and St. Paul had nearly 70 participants enrolled in the program. The pilots have been delivered through 2007-2008 and an evaluation is planned for fall 2008.

Alberta Aboriginal Apprenticeship Project

With the end of several federal funding agreements, the Alberta Aboriginal Apprenticeship Project (AAAP) concluded at the end of March 2008. However, the board had continued to support it during 2007-2008.

The AAAP was a joint venture between Aboriginal communities and organizations, industry, the federal government and the Alberta government to promote apprenticeship training to Aboriginal people, communities and organizations in Alberta. The AAAP included a unique employment support model which prepared Aboriginal apprentices for the workplace and supported them through their apprenticeship programs. The model recognized cultural differences and provided a support system to Aboriginal participants and industry, helping to increase successful completion of apprenticeship programs. From November 2002 to March 2008, more than 330 Aboriginal apprentices were registered through the Alberta Aboriginal Apprenticeship Project; a significant increase over the target of 255. Twenty-one (21) apprentices successfully completed their apprenticeship programs and became certified journeypersons.

The department will continue to assist Aboriginal people to enter and complete apprenticeship programs by implementing a modified version of the AAAP employment support model. Two apprenticeship consultants, one in Edmonton and one in Fort McMurray, will assist Aboriginal people to become registered apprentices. They will support these apprentices and those who were registered through the AAAP to become certified journeypersons. In other regions of the department, Aboriginal people will continue to be served through the department's 12 client service offices.

Aboriginal Communication Strategy

The Aboriginal Communication Strategy was developed to increase awareness and understanding of careers in the trades among Aboriginal youth, parents, educators and employers. A number of communication materials have been produced, including guides for students and counsellors, a coloring/activity book for primary students, playing cards for elementary students, and a comic book for junior high students. These materials have been distributed to all elementary, junior and senior high schools, and child learning centers across Alberta. The materials are continually updated to ensure they are current and accurate. A trades web resource that includes an interactive way to learn more about the trades and to make the trades appealing to young people is being developed.

Harold Lewis earned his welder journeyman certificate in 1996 and has been a welding instructor at Lakeland College since 2001. "I wanted to try something new and help others at the same time, so teaching was a good option for me." A member of the Onion Lake Tribal Band in Saskatchewan, Harold is also proud to help Aboriginal people find careers in the trades, and hopes to see many more Aboriginal people complete apprenticeship programs. "Aboriginal people should grab the opportunity to learn a trade, especially when the economy is booming. Completing an apprenticeship program isn't easy, but if you're determined and have the help and guidance you need to succeed, you can earn a journeyman certificate in your trade."

Harold Lewis, Instructor, Lakeland College, Lloydminster, Alberta

Alberta Apprenticeship and Industry Training Board Family of Scholarships

The Alberta Apprenticeship and Industry Training Board Family of Scholarships was created by the board in partnership with industry and the Government of Alberta. The board's Family of Scholarships includes Alberta Apprenticeship and Industry Training Scholarships, Top Apprentice Scholarships, Pre-Apprentice Scholarships and the Registered Apprenticeship Program (RAP) Scholarships.

Over 750 scholarships combined are currently available annually. These scholarships recognize excellence and encourage registered apprentices and trainees to complete their apprenticeship or occupational training programs.

In the past year, by industry request, two new scholarship categories were established. The first new category, Pre-Apprentice Scholarships, is for apprentices who have successfully completed a recognized pre-apprenticeship program and are eligible to enter their first period of technical training. The second new category, Top Apprentice Scholarships, targets the top apprentice in a particular trade and technical training year of the donor's choosing. This allows individuals or organizations to establish scholarships in trades to which they have a strong tie or where they feel there is a particular need.

RAP scholarships

This year, the board awarded 342[1] Registered Apprenticeship Program (RAP) scholarships of $1,000 each to high school graduates throughout the province. In October and November 2007, CAREERS: the Next Generation and the board co-hosted events in Calgary and Edmonton to honour recipients. These $1,000 scholarships recognize the academic and trades-related accomplishments of high school students registered in RAP and encourage them to continue their apprenticeship program after high school.

1 See Appendices for list of recipients.

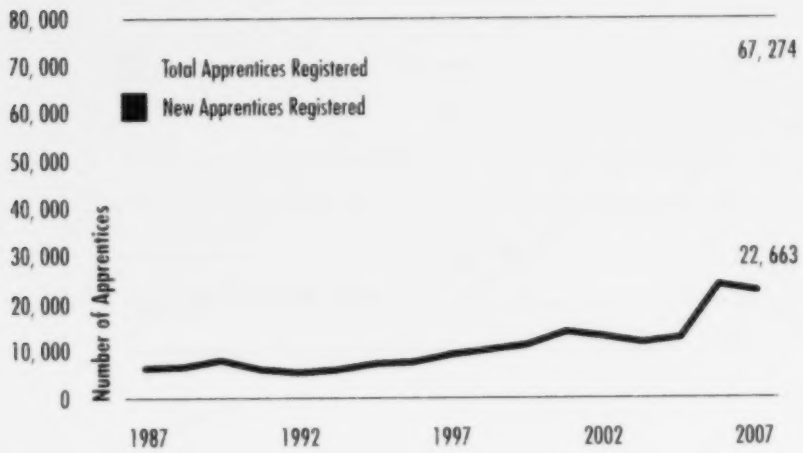
Expanding the Alberta Apprenticeship and Industry Training Board Family of Scholarships

One of the purposes of the Access to the Future Fund, which was established by the Government of Alberta in 2005, is to "encourage the creation or expansion of industry funded and privately funded scholarship and bursary programs." The Minister of Advanced Education and Technology, on the recommendation of the Access Advisory Council, agreed that industry donations to the Alberta Apprenticeship and Industry Training Board Family of Scholarships of up to $800,000 annually will be matched by the fund on a one-to-one basis.

With this in mind, the board, in partnership with industry, began a new fundraising initiative to expand the endowment of the scholarship program. Each industry contribution of $10,000 creates a new $1,000 scholarship to be awarded annually in perpetuity.

As of March 31, 2008, $805,000 has been contributed for new scholarships. The board would like to thank contributors for their continued support of the apprenticeship and industry training system.

Apprentices Registered by Year, 1987 to 2007



Source: *Alberta Advanced Education and Technology*

* This graph represents statistics covering calendar years (Jan to Dec).

Alberta Apprenticeship and Industry Training Scholarship Program

The Alberta Apprenticeship and Industry Training Scholarships are designed to recognize the excellence of Alberta apprentices in a trade or trainees in a designated occupation, and to encourage recipients to complete their apprenticeship or occupational training program. These scholarships are awarded annually and were made possible through the support of more than 300 organizations, associations, and individuals from industry and the Alberta government.

In 2007-2008, 232[2] apprentices were awarded an Alberta Apprenticeship and Industry Training Scholarship, valued at $1,000 each. Apprentices from 38 trades received scholarships, including 30 women and 10 Aboriginal people.

Over the last six years, 1,080 Alberta Apprenticeship and Industry Training Scholarships have been awarded. As of March 31, 2008, approximately 90 per cent of these scholarship recipients have either completed their apprenticeship or remain an active apprentice.

2 See Appendices for list of recipients.

Alberta Apprenticeship and Industry Training Board Awards

Each year the board recognizes apprentices, employers and instructors for their achievements in the designated trades and occupations. The 11th annual Alberta Apprenticeship and Industry Training Board Awards ceremony honoured 55 top apprentices, two top employers, two top employers of Aboriginal apprentices and two top instructors – all critical to the success of the apprenticeship and industry training system.

Top Employer

The Top Employer Award celebrates the outstanding contributions that employers have made to apprentices and to apprenticeship training in Alberta. These employers have demonstrated a strong support of apprenticeship training, made efforts to increase the probability of an apprentice's success and created an environment of excellence.

2007 Recipients

North Region: Alberta Pacific Forest Industries, Boyle

South Region: Pinnacle International, Redcliff

Top Employer of Aboriginal Apprentices

The Top Employer of Aboriginal Apprentices Award celebrates the outstanding contributions that employers have made to Aboriginal apprentices and to Aboriginal apprenticeship training in Alberta. These employers have demonstrated strong support of Aboriginal apprenticeship training, made efforts to increase the probability of their apprentices' success, and created an environment of excellence.

2007 Recipients

Large Employer: Syncrude Canada Ltd., Fort McMurray

Small-Medium Employer: B.G. Industrial Doctors Inc., Fort McMurray

Top Instructor

The Top Instructor Awards recognize instructors' excellence in teaching, dedication to students and commitment to apprenticeship. Apprentices attending a college or technical institute may nominate an instructor who provides apprenticeship technical training.

2007 Recipients

North Region: Bryce Nelson, Auto Body Refinisher, Northern Alberta Institute of Technology, Edmonton

South Region: Allen Clampitt, Cook, Lethbridge College, Lethbridge

Top Apprentice

The Top Apprentice Award recognizes Alberta apprentices in their final period of apprenticeship in each trade or branch of a trade who have the highest combined mark (institute theory, institute practical, industry theory and industry practical) and a strong recommendation from their employer.

2007 Recipients:

55[3] top apprentices were recognized.

Top Apprentice Awards

From left: Shirley Dul, Assistant Deputy Minister, Alberta Advanced Education and Technology; Jessica Benisch, Top Apprentice, Baker Trade; Brian Bickley, Chair, Alberta Apprenticeship and Industry Training Board.

3 See Appendices for list of recipients.

Skills Competitions

The board continues to support the provincial, national and WorldSkills competitions to promote the skilled trades as a first-choice career option for young Albertans. In these competitions, apprentices and students compete in Olympic-style practical challenges that demonstrate their technical and leadership skills and abilities in the areas of communications, construction trades, employment, manufacturing, transportation and services.

The competitions prepare young people for their careers by teaching them leadership, teamwork and problem-solving skills that will help them succeed. The result is well-trained and well-prepared young people who can help meet the growing needs of industry and the labour market.

Provincial Skills Competition

This past year the 15th Annual Provincial Skills Competition featured 541 competitors aged 15 to 22 in 40 events. Hosted by Skills Canada Alberta, the two-day event at the Northlands Agricom in Edmonton in May 2007 drew a province-wide audience to witness the display of exceptional skill by high school and post-secondary students.

Gold medal winners became part of Team Alberta and represented the province at the Canadian Skills Competition. In 2008, Skills Canada Alberta will host the Provincial and Canadian Skills Competition in Calgary, Alberta.

Canadian Skills Competition

Alberta apprentices brought home 14 medals from the 2007 Canadian Skills Competition in Saskatoon, Saskatchewan in June: three gold, nine silver and two bronze.

The Canadian Skills Competition is Canada's largest national multi-trade and technology competition for Canadian students and apprentices. It helps raise awareness of the trades and technologies among students, parents and educators. The 2007 event attracted more than 550 secondary and post-secondary students from across Canada who participated in 42 skilled trades and technology areas. The 14th annual Canadian Skills Competition will be held in Calgary in June 2008.

Medalists of the competition go on to represent Canada and compete in the next WorldSkills Competition.

WorldSkills

The WorldSkills Competition promotes awareness worldwide of the importance of skilled trades to the prosperity of a nation. Held every two years, the competition draws hundreds of young people under 23 years of age from over 45 countries to compete in close to 50 trade and technology related skill categories. In November 2007, three Alberta apprentices went to Shizuoka, Japan to compete in the 39th WorldSkills Competition.

The 40th WorldSkills Competition takes place in Calgary, Alberta from September 1 - 6, 2009. Hosting WorldSkills 2009 in Alberta provides an excellent opportunity to increase awareness of careers in trades and technologies and will help address the province's need for skilled workers.

Looking Forward

In the year ahead, the board will continue to work to achieve its vision of highly skilled and trained people in designated trades and occupations meeting the needs of industry and society. It will continue to focus on its mandate of establishing and maintaining high quality training and certification standards in apprenticeship and industry training and promoting training in the designated trades and occupations. It will encourage and support labour mobility while maintaining Alberta's standards. It will address pressures faced by the apprenticeship and industry training system as a result of Alberta's continuing economic growth and shortage of skilled tradespeople. It will encourage apprentices and their employers to support the Calgary 2009 WorldSkills Competitions which will occur in September 2009.

The board looks forward to working with its partners to continue to build a stronger Alberta.

Appendices

2007 - 2008

Apprenticeship at a Glance

- Alberta has 50 designated trades and seven designated occupations.
- Apprenticeship programs in most of the designated trades are three to four years in length.
- Approximately 80 per cent of an apprentice's time is spent on the job under the guidance of a certified journeyperson or qualified tradesperson. The other 20 per cent involves technical training provided at, or through, a post-secondary establishment – usually a college or technical institute.
- Apprenticeship begins with finding an employer. Employers hire apprentices, pay their wages and provide on-the-job training supervised by a certified or qualified tradesperson.
- Most apprentices are eligible for employment insurance while attending technical training. Apprentices who demonstrate financial need may qualify for a grant while attending technical training.
- The most common age for Alberta apprentices to register in their first trade is 19.
- While in high school, students can become apprentices through the Registered Apprenticeship Program (RAP). In RAP, they obtain hours of on-the-job training and work experience as credit toward both an apprenticeship program and a high school diploma while earning an income.
- To date, more than $2.1 million has been awarded to Alberta apprentices through the Alberta Apprenticeship and Industry Training Board Family of Scholarships.
- Alberta's apprenticeship and industry training system relies on a network of over 160 committees made up of approximately 750 individual industry representatives. Trade and occupational committees are composed of equal numbers of employers and employees.
- Technical training is often delivered through what is called 'block release,' where the apprentice spends a block of time, generally eight weeks per year in classroom training. Technical training is offered in other formats in some trades, including competency-based apprenticeship training (CBAT), distance delivery, weekly apprenticeship training system (WATS), mobile delivery, and on-site classes at workplaces.
- Although Alberta has only 10 per cent of Canada's labour force, it trains more than 20 per cent of the country's apprentices.
- Alberta recognizes apprentices from other jurisdictions at the same level as their home jurisdiction.
- Alberta welcomes tradespeople from other jurisdictions who hold an Interprovincial Standards Red Seal.
- Alberta has produced more tradespeople with an Interprovincial Standards Red Seal than any other jurisdiction in Canada.

Statistics at a Glance – 2007

- As of December 31, 2007, there were 67,274 registered apprentices in Alberta.
- Apprenticeship registrations have increased by 149 per cent since 1997, and 45 per cent in the last two years.
- In 2007, 22,663 new apprentices registered. Between 2002 and 2007, the average number of new apprentices registered was 17,009.
- Employers registered more than 1,900 new apprentices each month since January 2006.
- More than 1,900 high school students were registered in RAP in 2007.
- High school RAP students are employed at approximately 1,000 employer sites.
- Over 2,800 apprentices who started RAP in high school are currently continuing in a regular apprenticeship program.
- In 2007, apprentices were being trained at more than 14,450 employer sites around Alberta.
- In the 2007-2008 school year, there are more than 1,500 apprenticeship technical training classes being offered.
- In 2007, 9,180 individuals were certified in Alberta's 57 designated trades and occupations.
- The majority of graduates who participated in the 2007 apprenticeship graduate survey expressed satisfaction with:
  - the overall quality of on-the-job training (93%);
  - the overall quality of their technical training (94%); and
  - their experience with the apprenticeship program – 96 per cent would still have chosen to become an apprentice.
- According to a 2006 survey of employers, overall satisfaction with Alberta's apprenticeship and trade certification system remains high with 87 per cent of respondents expressing satisfaction with the system.
- The majority of employers who participated in the 2006 employer survey expressed satisfaction with:
  - the skills of certified journeypersons (95%)
  - apprenticeship technical training (86%)
  - the effectiveness of on-the-job training (96%)
- Advanced Education and Technology staff completed more than 16,600 shop registrations through site visits in 2007. These site visits provide an opportunity to promote apprenticeship and industry training programs, to work with employers and apprentices to ensure the successful completion of apprenticeship training, and to ensure compliance with the Apprenticeship and Industry Training Act.

About the Board

Board Membership

The board consists of:

- a chair
- four members representing employers in designated trades
- four members representing employees in designated trades
- two members representing employers in non-trade occupations
- two members representing employees in non-trade occupations

Standing Committees of the Board

The board has five standing committees through which it works:

Labour Market Issues and Board Operations Committee
Monitors labour market activity, identifies industry-related training needs and opportunities, and addresses promotional and operational activities of the board.

Industry Standards Committee
Formulates training and certification policy and standards to meet emerging requirements of the apprenticeship and industry training system.

Industry Network Committee
Monitors the operations of the industry committee network and reviews nominations for membership in the provincial apprenticeship committees (PACs), local apprenticeship committees (LACs), occupational committees and provisional committees.

Nominations Review Committee
Reviews applications and provides recommendations to the Minister of Advanced Education and Technology regarding the appointment of board members, along with Alberta Advanced Education and Technology staff.

Awards and Scholarships Committee
Selects and recognizes award and scholarship recipients, and promotes the value and availability of awards and scholarships.

About the System

Industry-Driven

Alberta's apprenticeship and industry training system is an industry-driven system that ensures a highly skilled, internationally competitive workforce in more than 50 designated trades and occupations. This workforce supports the economic progress of Alberta and its competitive role in the global market. Industry (employers and employees) establishes training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board. The Alberta government provides the legislative framework and administrative support for the apprenticeship and industry training system.

Industry Committee Network

Alberta's apprenticeship and industry training system relies on a network of industry committees. These include local and provincial apprenticeship committees in the designated trades, occupational committees in the designated occupations, and others. All trade committees are composed of equal numbers of employers and employees. The industry committee network is the foundation of Alberta's apprenticeship and industry training system. The role of industry committees includes:

- making recommendations to the board about setting standards for skills and competencies required for certification,
- establishing technical training course outlines,
- monitoring changes and identifying the need to improve training,
- recognizing related training and certification, and
- making recommendations to the board about the designating or redesignating of trades and occupations.

In addition to participating on committees, individual employers support the apprenticeship and industry training system by employing and training apprentices, and providing them with an opportunity to develop their skills on the job. They also support the system by contributing equipment and other resources for technical training.

Alberta Apprenticeship and Industry Training Board

The Alberta Apprenticeship and Industry Training Board's primary responsibility is to establish the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. The board also makes recommendations to the Minister of Advanced Education and Technology about the needs of Alberta's labour market for skilled and trained workers, and the designation of trades and occupations.

Alberta Government

Alberta Advanced Education and Technology works with industry, employer and employee organizations and technical training providers to:

- facilitate the development and maintenance of industry training and certification standards,
- provide registration and counselling services to apprentices and employers,
- coordinate technical training in collaboration with training providers, and
- certify apprentices and others who meet industry standards.

Technical Institutes and Colleges

Technical institutes and colleges are key participants in Alberta's apprenticeship and industry training system. They work with the board, industry committees and Alberta Advanced Education and Technology to enhance access and respond to industry needs through the delivery of the technical training component of apprenticeship programs. They develop lesson plans from the course outlines established by industry and provide technical training to apprentices.

Combined Efforts

Through the combined efforts of industry, government and training providers, Alberta's apprenticeship and industry training system is able to respond to the labour market and contribute to developing a highly skilled workforce that is competitive nationally and internationally. This collaboration helps to ensure the apprenticeship and industry training system is timely, up to date and responds to the needs of industry and the economy.

Board Member Profiles

Board Chair

G. Brian Bickley

Brian Bickley has served as board chair since January 2004. He holds certificates in electronics, industrial instrumentation, watch making and adult continuing education. He has more than 40 years experience in industry, and has recently retired from Syncrude Canada Ltd. where he held the position as Industrial Relations Manager.

During his time with Syncrude, Brian was an instrument supervisor, shutdown manager and maintenance manager. Before joining Syncrude, he worked with the Steel Company of Canada and Texaco Canada Ltd. Brian previously served as a member on the Alberta Apprenticeship and Industry Training Board from September 1995 to November 2001.

Current Board Members

Representing employers in designated trades

Herman Bruin

Herman Bruin has served as a board member since January 2008. He holds trade certificates with an Interprovincial Standards Red Seal endorsement in the steamfitter-pipefitter and plumber trades, and a gasfitter trade certificate. He is the owner/operator of Bruin's Plumbing & Heating Ltd. and currently employs approximately 150 individuals in the plumbing, gasfitting, sheet metal, and refrigeration and air conditioning trades. Herman was a member of the provincial apprenticeship committee for the plumber trade and is a strong supporter of Alberta's apprenticeship and industry training system.

Herman is a volunteer representative of the Alberta Construction and Safety Association. He also has extensive service in support of the construction industry including terms as president of the Red Deer Construction Association, chairman of the Alberta Construction Association, two terms as chairman of the Alberta Construction Safety Association, member of the Board of Directors of the Workers Compensation Board, member of the Student Finance Board and member of the Safety Codes Council.

Alberta's Venture Magazine recently recognized Herman as one of Alberta's 50 most influential people.

Don Bunch

Don Bunch has served as a board member since January 2004. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade. He obtained his apprenticeship training with Wel-Can Welding Ltd. in Red Deer. In 1981, he formed Bunch Welding Limited and has been owner and president of the company for more than 25 years, regularly employing more than 300 certified tradespeople and apprentices.

Don participated in Alberta apprenticeship committees, both local and provincial, and served as presiding officer of the welder trade. He was also an active member of the Apprenticeship Scholarship Fundraising Committee, and is very active in high school career days and promotes the RAP Program.

Don is an active member of the Keyera Competency Management and Development system promoting lifelong learning and career pathways.

Paul Heyens

Paul Heyens has served as a board member since January 2008. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the glazier trade. Since 1994, Paul has been the CEO and co-owner of the Alberta Glass Company Inc. in which approximately 70 of the 100 employees are certified tradespeople and apprentices. Paul has served as both presiding officer and member of the Glazier Provincial Apprenticeship Committee.

Paul is currently secretary treasurer of the Merit Contractors Association of Alberta, president of the Termidor Group Inc., and past president of the Provincial Glaziers Association of Alberta. He is a member of the Calgary, Alberta and Canadian construction associations, the Alberta Building Envelope Council, and other various industry associations. Paul has served on other business boards and acted as board chair for an independent Christian school for eight years. He has volunteer experience locally and internationally.

The Alberta Glass Company Inc. was awarded the Employer Award of Excellence in 2005 by the Alberta Apprenticeship and Industry training Board, and has twice received the Merit Contractors Award of Excellence for Excellence in Human Resources management.

Allen (Al) Petersen

Al Petersen has served as a board member since June 2007. He is president and owner of Petersen Buick GMC (ALTA) Inc and Beaverhill GMC in which 30 of the approximately 100 employees are certified tradespeople and apprentices.

Al is a past president for both the Edmonton Motor Dealers Association and the Alberta Pontiac Regional Marketing Advisory Board. He has also held the position of director on the Board of the Motor Dealers Association of Alberta, and has been a member of the General Motors National Marketing Advisory Board.

Al is currently the Honorary Chair of Strathcona County's first *Relay for Life* and a member of the Capital Health Strathcona Community Health Foundation Board. He has also held the position of president on both the Sherwood Park and District, and Alberta Chamber of Commerce. Al has been heavily involved with the both the Salvation Army and the Rotary Club and many other local charitable initiatives. He was named the Sherwood Park and District Chamber of Commerce Person of the Year in 1997.

Board Member Profiles

Current Board Members

Representing employees in designated trades

Silvana Poplawski

Silvana Poplawski has served as a board member since February 2005. She holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the hairstylist trade.

Silvana has been working in the hairstylist trade for 22 years, and is currently employed with Bell Avanti Hair in Edmonton. Before becoming a board member, Silvana was active in apprenticeship and industry training for 16 years. She was a member on both the local and provincial apprenticeship committees for the hairstylist trade and the presiding officer for the provincial apprenticeship committee. Silvana was a trade examiner and was involved in development of the provincial course outline and the National Occupational Analysis for the hairstylist trade. She is a community volunteer and soccer coach.

Jeffrey T. Norris

Jeffrey Norris has served as a board member since January 2004. He holds trade certificates with an Interprovincial Standards Red Seal endorsement in the welder and ironworker trades. He has been involved with the provincial apprenticeship committee for the ironworker trade and is an active supporter of apprenticeship and industry training initiatives.

Jeffrey has been a member of the International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Local Union 720 for more than 21 years working as a welder, ironworker and supervisor on construction and maintenance projects in the commercial and industrial sectors in Alberta. He is currently employed as the coordinator/ training instructor for the Alberta Ironworkers Apprenticeship and Training Plan.

Representing employers in non-trades occupations

Brian Hinton

Brian Hinton has served as a board member since January 2008. He holds a London City and Guilds Full Technology Certificate in Baking and National Diploma in Baking from the School of Baking at the Cambridge Institute of Technology and School of Arts, England. He also obtained a Diploma in Management from Manchester Polytechnic and London Polytechnic, and is a Fellow of the Institute of British Bakers.

Brian is chief executive officer for Du Jour Bakery in Calgary. He is also director of technical services for Tapeko Natural Flavors and president of the Bakers Advisory Service Ltd.

Brian has participated on both the local and provincial apprenticeship committees for the baker trade spanning 15 years. His participation included serving as the presiding officer on the local apprenticeship committee for three terms (nine years). While on the committees, Brian helped develop course material and test questions for the trade exam. He also served on the National Occupational Analysis (NOA) Committee for Baker Trade.

Brian has served on the Advisory Board for the Baking program, on the team that detailed the DACUM chart for the baker trade, and as an instructor at SAIT.

H. A. (Hal) Williams

Hal Williams has served as a board member since January 2004. He holds a Bachelor of Science degree in mechanical engineering from the University of Alberta and is a registered professional engineer in Alberta.

Hal is currently the general manager of projects with Jacobs Industrial Services Ltd., the largest employer of unionized construction and maintenance trades labour in Canada. Prior to joining Jacobs in 2006, Hal spent four years with Lockerbie and Hole Inc. and 21 years with Kellogg Brown and Root, all in the northern Alberta heavy industrial construction marketplace.

Hal has been involved with many industrial and community organizations. He is past chair of the Fabricators Council of the Tube and Pipe Association, current chair of the Operating Committee for the Woodvale Facilities, and vice president of the Millwoods Cultural Recreational Facilities Association.

Board Member Profiles

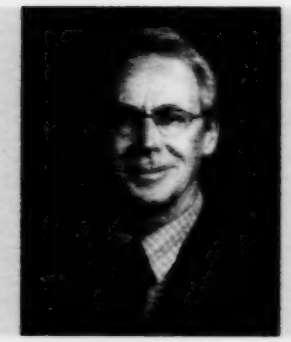
Current Board Members

Representing employees in non-trades occupations

Gerald Clark

Gerald Clark has served as a board member since February 2005. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the electrician trade. Employed by Clark Builders, Gerald has worked in the electrical construction sector throughout western and northern Canada, Russia and China for 15 years. He has been manager of Human Resources for Clark Builders' field staff for ten years.

Gerald has been a certified Construction Safety Officer with Alberta Construction Safety Association, and employed as a Safety Manager with Clark Builders prior to his current position.



Ray Jeffery

Ray Jeffery has served as a board member since February 2005. He holds trade certificates in the heavy equipment technician, automotive service technician and parts technician trades. He is employed at Finning (Canada) where he currently has responsibility for learning and development.

Ray has served as presiding officer and member of both the provincial and local apprenticeship committees for the heavy equipment technician trade, and has been active for the last 31 years on various related industry and institute committees.

In 2001, Ray was awarded the Chairman's Award of Excellence by the Alberta Apprenticeship and Industry Training Board in recognition of his outstanding commitment to his trades and to the principles of apprenticeship through many years of service in the industry network.

Outgoing Board Members

John G. Bond

John Bond served as a board member representing employees in designated trades until March 20, 2008. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the cook trade. He has also obtained the designate of Certified Chef de Cuisine (C.C.C.) through a program of the Canadian Culinary Federation. John has worked in the cook trade for more than 30 years. He is currently a chef and manager working for the Compass Group Company in Edmonton.

John is currently the membership director of the Canadian Culinary Federation - Edmonton Branch, and board member of the Alberta Culinary Arts Foundation.

James (Jim) Hill

Jim Hill served as a board member representing employers in designated trades until December 31, 2007. He holds trade certificates in the sheet metal worker and roofer trades, and a Bachelor of Education degree from the University of Alberta. He is president of the Charlton & Hill group – an organization he has been employed with in various capacities for over 35 years. The company provides roofing; metal fabrication; welding; and heating, ventilation and air-conditioning services in the Lethbridge area.

Jim is past president of the Alberta Roofing Contractors Association. He has been involved in provincial and local apprenticeship committees for the sheet metal worker trade. He is an active supporter of Lethbridge College and the University of Lethbridge.

Les Larocque

Les LaRocque served as a board member representing employers in non-trades occupations until December 31, 2007. He holds a diploma in mechanical engineering technology. He has 29 years experience in the mechanical contracting business as an estimator and project manager and is president of Botting & Associates Alberta Ltd., a mechanical contracting firm in Calgary.

Les is currently on the board and a vice president with the Calgary Construction Association. He is also on the board of the Canadian Construction Association acting as past chair of its Human Resources Committee and currently vice-chair of its Trade Contractors Council. Les is a past chair of the Merit Contractors Association of Alberta and a past president of the American Society of Heating, Refrigerating and Air Conditioning Engineers – Southern Alberta Chapter.

Board Member Profiles

Outgoing Board Members

Raymond E. Massey

Ray Massey served as a board member representing employers in designated trades until December 31, 2007. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the painter and decorator trade. He obtained his painting experience with Taylor Decorating and the Calgary Housing Authority. In 1978, he formed Ray-Nor Painting & Decorating Ltd. He has been president of the company for 30 years, regularly employing between 20 and 30 certified painters and apprentices.

Ray participated in Alberta apprenticeship committees, both local and provincial, for 11 years, serving as presiding officer on each for six years. He has also participated in industry training workshops and labour studies since 1990. Ray was instrumental in the start up of the Alberta Painting Contractor's Association, serving as treasurer for two years and chair of the apprenticeship committee for several years. He was recently elected to serve a sixth term as president of the Alberta Painters and Decorators Association.

Ray also participates in other international service and corporate boards and related committee activities.

Rod D. Moore

Rod Moore served as a board member representing employees in designated trades until March 20, 2008. He holds a trade certificate in the power systems electrician trade and the Alberta Achievement in Business Competencies (Blue Seal) certificate. He has completed a certificate in the Management Essentials Program through the University of Alberta, as well as several other management and supervisory certificate programs. Rod has also completed numerous courses in his field and has over 30 years experience in the electrical industry. He is employed as the director of EPCOR Transportation Services.

Statistical Profiles

2007 - 2008

Note:

As of 2001, the statistical tables and charts were changed to reflect the actual number of ***people*** involved in the Alberta apprenticeship and industry training system. In previous years, the data reflected the number of registrations, graduations and certificates issued rather than the number of apprentices registered and the number of certified individuals. The distinction is important. The first reflects the paper processed in a given period of time and the other reflects the number of people involved.

In the past, these numbers differed minimally. With the creation of various branches of individual trades and with the availability of multiple certifications within one trade, these numbers are increasingly divergent.

Please note that in 2003 the technical training information was also changed to reflect the ***school year***. Prior to 2003, technical training attendance was provided based on the calendar year for consistency with other ***calendar year*** data (e.g. registrations). The switch to school year data provides a more accurate reading of the technical training data.

As a result of these changes, the data provided in the tables and charts that follow will not correspond to the data provided in Alberta Apprenticeship and Industry Training Annual Reports prior to the changes.

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Table 1

Alberta Apprenticeship and Provincial Labour Force Statistics, 2002 - 2007

	2002	2003	2004	2005	2006	2007	2002-2007 Change
Total Apprentices Registered (all trades)	40,501	39,294	40,483	46,472	59,666	67,274	66.1%
New Apprentices Registered (all trades)	13,038	11,758	12,746	17,896	23,954	22,663	73.8%
Labour Force (thousands)	1,764.2	1,808.8	1,842.4	1,857.5	1,937.5	2,030.6	15.1%
Employed (thousands)	1,670.8	1,716.7	1,757.5	1,784.4	1,870.7	1,959.4	17.3%
Unemployed (thousands)	93.4	92.2	85.0	73.1	66.8	71.7	-23.2%
Unemployment Rate (%)	5.3%	5.1%	4.6%	3.9%	3.4%	3.5%	-1.8 percentage points

Source: *Alberta Advanced Education and Technology and Alberta Employment, Immigration and Industry*

Total Apprentices Registered: Total number registered as of December 31, 2007. Apprentices may be registered in more than one trade or branch of a trade within the same year but are counted here only once.

New Apprentices Registered: All apprentices registering during a single calendar year. The number includes those who are returning to do an additional apprenticeship after completing one or more apprenticeships in previous years, or continuing an apprenticeship in another trade for which they registered in a previous year. Apprentices who registered in more than one trade or branch of a trade within a specific year, or who changed from one branch of a trade to another branch within the same trade on the same day, are counted only once. The number does not include reinstated apprentices (unless reinstated in the same year).

Table 2

Total Number of Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2002 - 2007*

Trade	2002	2003	2004	2005	2006	2007	2002-07 Average	2002-07 % Change
Agricultural Equipment Technician	91	114	154	167	197	185	151	103%
Applicance Service Technician	71	92	84	79	75	97	83	37%
Auto Body Technician	612	630	690	691	766	742	689	21%
Automotive Service Technician	2,659	2,761	2,929	3,003	3,422	3,595	3,062	35%
Baker	192	183	195	217	253	259	217	35%
Boilermaker	185	201	189	197	216	270	210	46%
Bricklayer	173	179	212	222	269	315	228	82%
Cabinetmaker	449	405	399	429	489	499	445	11%
Carpenter	2,898	2,877	3,091	3,432	4,297	5,167	3,627	78%
Communication Technician	380	284	257	273	318	400	319	5%
Concrete Finisher	61	52	86	93	84	111	81	82%
Cook	1,032	1,059	990	999	1,120	1,183	1,064	15%
Crane and Hoisting Equipment Operator	1,330	1,408	1,679	2,009	2,663	2,703	1,965	103%
Electric Motor Systems Technician	56	52	56	46	56	74	57	32%
Electrician	6,617	6,494	6,422	7,295	8,864	9,964	7,609	51%
Electronic Technician (Note 1)	48	33	26	12	4	0	21	-100%
Elevator Constructor	114	86	88	90	136	187	117	64%
Floorcovering Installer	49	36	55	70	115	113	73	131%
Gasfitter	176	246	278	302	318	362	280	106%
Glazier	159	156	156	166	197	247	180	55%
Hairstylist	1,902	1,883	1,984	2,082	2,252	2,335	2,073	23%
Heavy Equipment Technician	2,634	2,571	2,833	3,494	4,507	5,093	3,522	93%
Instrument Technician	1,550	1,346	1,289	1,444	1,797	1,906	1,555	23%
Insulator	694	558	461	521	620	632	581	-9%
Ironworker	373	341	294	484	674	1,061	538	185%
Ironworker - Metal Building Systems Erector	85	60	74	90	84	82	79	-4%
Landscape Gardener	183	185	182	200	199	205	192	12%
Lather-Interior Systems Mechanic	92	87	91	91	116	139	103	51%
Locksmith	63	58	60	62	63	62	61	-2%
Machinist	892	867	886	935	1,151	1,254	998	41%
Millwright	1,405	1,321	1,357	1,541	1,923	2,122	1,612	51%
Motorcycle Mechanic	134	138	174	214	246	311	203	132%
Outdoor Power Equipment Technician	52	64	84	81	85	93	77	79%
Painter and Decorator	170	150	154	150	164	146	156	-14%
Parts Technician	641	613	651	697	841	940	731	47%
Plumber	2,463	2,606	2,722	3,040	3,702	4,374	3,151	78%
Power Lineman	254	278	289	343	454	525	357	107%
Power System Electrician	86	107	119	140	150	173	129	101%
Recreation Vehicle Service Technician	101	111	127	139	182	231	149	129%
Refrigeration and Air Conditioning Mechanic	476	495	533	547	620	698	562	47%

(continued)

Table 2 (continued)

Total Number of Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2002 - 2007*

Trade	2002	2003	2004	2005	2006	2007	2002-07 Average	2002-07 % Change
Rig Technician (Note 2)	N/A	N/A	N/A	446	2,116	3,229	965	N/A
Roofer	129	152	160	166	180	185	162	43%
Sawfiler	20	20	16	15	15	16	17	-20%
Sheet Metal Worker	887	971	944	1,026	1,192	1,331	1,059	50%
Sprinkler Systems Installer	247	244	239	238	280	371	270	50%
Steamfitter-Pipefitter	1,863	1,801	1,746	2,427	3,046	3,597	2,413	93%
Structural Steel and Plate Fitter	152	137	131	146	220	206	165	36%
Tilesetter	54	49	57	35	36	39	45	-28%
Tool and Die Maker (Note 3)	N/A	10	10	7	3	5	N/A	N/A
Transport Refrigeration Technician	49	48	48	46	48	54	49	10%
Water Well Driller	37	34	32	37	43	44	38	19%
Welder	5,461	4,641	4,700	5,796	8,798	9,342	6,456	71%
TOTAL	40,581	39,298	38,483	44,472	54,446	67,274	47,426	66%

Source: *Alberta Advanced Education and Technology*

* Total number of apprentices registered as of December 31 each year. Apprentices may be registered in more than one trade or branch of a trade within the same year but are counted here only once.

N/A = Not Applicable. Data does not exist in one or more of the specified years.

Note 1: The designation of the trade of electronic technician is rescinded effective September 1, 2007. Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.

Note 2: Rig technician became a designated trade on June 1, 2005 and is being phased in over three years. Approximately 1,100 of the rig technician apprentices are from Canadian jurisdictions other than Alberta.

Note 3: Apprenticeship programs became available for the tool and die maker trade in 2003.

Table 3

Total and New Apprentices Registered by Branch, 2007

Appliance Service Technician	94	38
Commercial Appliance Service Technician	3	2
Boom Truck		
Boom Truck	901	383
Wellhead Boom Truck	868	365
Mobile Crane	829	320
Tower Crane	105	48
Glazier	244	103
Auto Glass Technician	3	2
Ironworker	477	220
Metal Building Systems Erector	82	30
Reinforcing	146	125
Structural/Ornamental	438	368
Sawfiler	16	6
Circular Sawfiler	0	0
Prepper	17	6
Refinisher	90	31
Repairer	93	13
Technician (Note 1)	542	196
Gasfitter A	347	127
Gasfitter B	15	10
Heavy Equipment Technician	4,209	1,296
Heavy Duty Equipment Mechanic (Off Road)	212	93
Transport Trailer Mechanic	195	91
Truck and Transport Mechanic	477	124
Power	31	9
Turf	3	1
Marine	20	7
Recreational	39	14
Welder	9,329	2,765
Wire Process Operator	13	11

Source: *Alberta Advanced Education and Technology*

Note 1: Apprentices registered in a ***single*** branch of the auto body technician trade are counted under the branch in which they are registered. Apprentices registered in ***two*** or ***three*** branches of the trade are counted under the 'Technician' heading.

Note 2: Two new branches of the ironworker trade were created as of July 4, 2006 : reinforcing and structural/ornamental.

Table 4

New Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2002 - 2007*

TRADE	2002	2003	2004	2005	2006	2007	2003-07 Average	2002-07 % Change
Agricultural Equipment Technician	57	45	62	67	68	49	58	-14%
Appliance Service Technician	26	37	18	21	28	40	28	54%
Auto Body Technician	197	215	221	226	249	246	226	25%
Automotive Service Technician	846	758	795	799	1,117	1,020	889	21%
Baker	54	72	81	83	113	120	87	122%
Boilermaker	40	46	41	61	69	96	59	140%
Bricklayer	67	49	69	83	76	103	75	54%
Cabinetmaker	119	114	115	138	161	151	133	27%
Carpenter	1,009	1,099	1,093	1,243	1,612	1,743	1,300	73%
Communication Technician	66	30	57	105	125	151	89	129%
Concrete Finisher	23	19	46	37	31	55	35	139%
Cook	381	391	355	417	452	439	406	15%
Crane and Hoisting Equipment Operator	641	686	885	1,146	1,401	1,116	979	74%
Electric Motor Systems Technician	16	15	17	14	18	28	18	75%
Electrician	1,807	1,480	1,442	2,277	2,872	2,911	2,132	61%
Electronic Technician (Note 1)	8	8	3	1	0	N/A	N/A	N/A
Elevator Constructor	11	11	25	30	55	65	33	491%
Floorcovering Installer	16	7	32	33	62	34	31	113%
Gasfitter	77	121	86	112	126	137	110	78%
Glazier	62	43	45	64	70	105	65	69%
Hairstylist	847	893	921	958	961	998	930	18%
Heavy Equipment Technician	891	776	963	1,317	1,782	1,604	1,222	80%
Instrument Technician	580	302	341	530	650	503	484	-13%
Insulator	316	110	96	209	204	175	185	-45%
Ironworker	103	78	100	286	410	713	282	592%
Ironworker - Metal Building Systems Erector	38	22	46	48	35	30	37	-21%
Landscape Gardener	55	58	58	65	44	60	57	9%
Lather-Interior Systems Mechanic	25	39	33	41	42	51	39	104%
Locksmith	18	13	14	15	17	23	17	28%
Machinist	224	210	243	307	422	317	287	42%
Millwright	408	319	366	553	726	593	494	45%
Motorcycle Mechanic	49	52	77	82	92	124	79	153%
Outdoor Power Equipment Technician	38	31	35	28	27	31	32	-18%
Painter and Decorator	66	56	63	56	53	41	56	-38%
Parts Technician	204	216	236	265	332	372	271	82%
Plumber	819	797	720	964	1,203	1,481	997	81%
Power Lineman	96	75	97	137	167	187	127	95%
Power System Electrician	43	41	32	59	53	68	49	58%
Recreation Vehicle Service Technician	44	46	46	45	72	106	60	141%
Refrigeration and Air Conditioning Mechanic	146	162	150	164	180	221	171	51%

(continued)

Table 4 (continued)

New Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2002 - 2007*

TRADE	2002	2003	2004	2005	2006	2007	2002-07 Average	2002-07 % Change
Rig Technician (Note 2)	N/A	N/A	N/A	449	1,730	1,437	1,205	N/A
Roofer	39	59	63	53	57	64	56	64%
Sawfiler	5	7	3	3	6	6	5	20%
Sheet Metal Worker	284	299	242	324	391	468	335	65%
Sprinkler Systems Installer	69	61	62	77	90	143	84	107%
Steamfitter-Pipefitter	528	501	529	1,241	1,255	1,366	903	159%
Structural Steel and Plate Fitter	41	40	39	60	102	44	54	7%
Tilesetter	18	18	22	5	12	16	15	-11%
Tool and Die Maker (Note 3)	N/A	15	0	1	0	2	4	N/A
Transport Refrigeration Technician	9	9	13	22	16	17	14	89%
Water Well Driller	15	10	17	10	22	17	15	13%
Welder	1,497	1,197	1,632	2,565	4,096	2,776	2,294	85%
TOTAL	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Source: *Alberta Advanced Education and Technology*

N/A = Not Applicable. Data does not exist in one or more of the specified years.

* New apprentices include all apprentices registering during a single calendar year. The number includes those who are returning to do an additional apprenticeship after completing one or more apprenticeship programs in previous years, or continuing an apprenticeship in another trade for which they registered in a previous year. Apprentices who registered in more than one trade or branch of a trade within 2007, or who changed from one branch of a trade to another branch within the same trade on the same day, are counted here only once. The number does not include reinstated apprentices (unless reinstated in the same year).

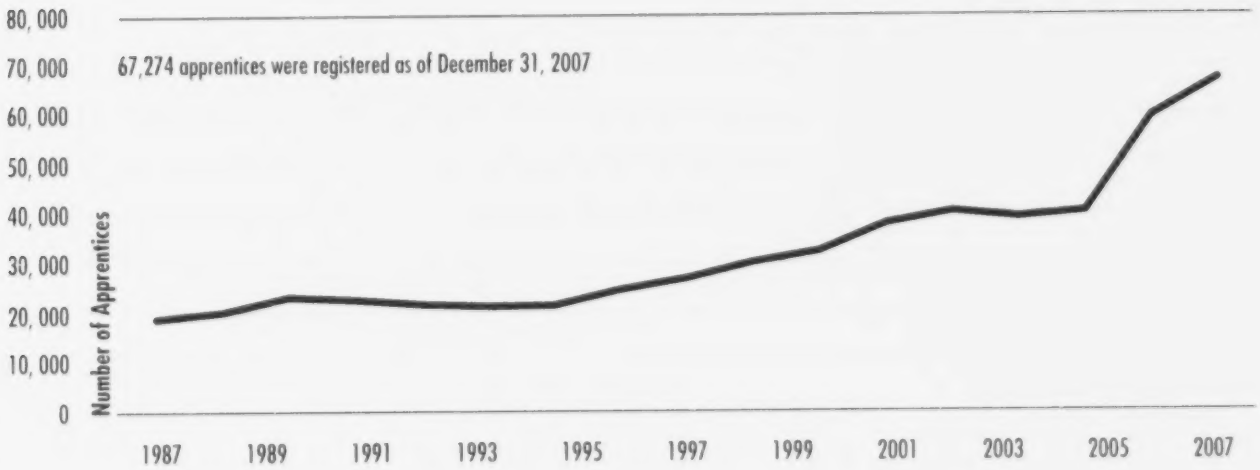
Note 1: The designation of the trade of electronic technician is rescinded effective September 1, 2007. Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.

Note 2: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years. Approximately 527 of the newly registered rig technician apprentices are from Canadian jurisdictions other than Alberta.

Note 3: Apprenticeship programs became available for the tool and die maker trade in 2003.

Chart 1

Total Number of Apprentices Registered by Year, 1985 - 2007

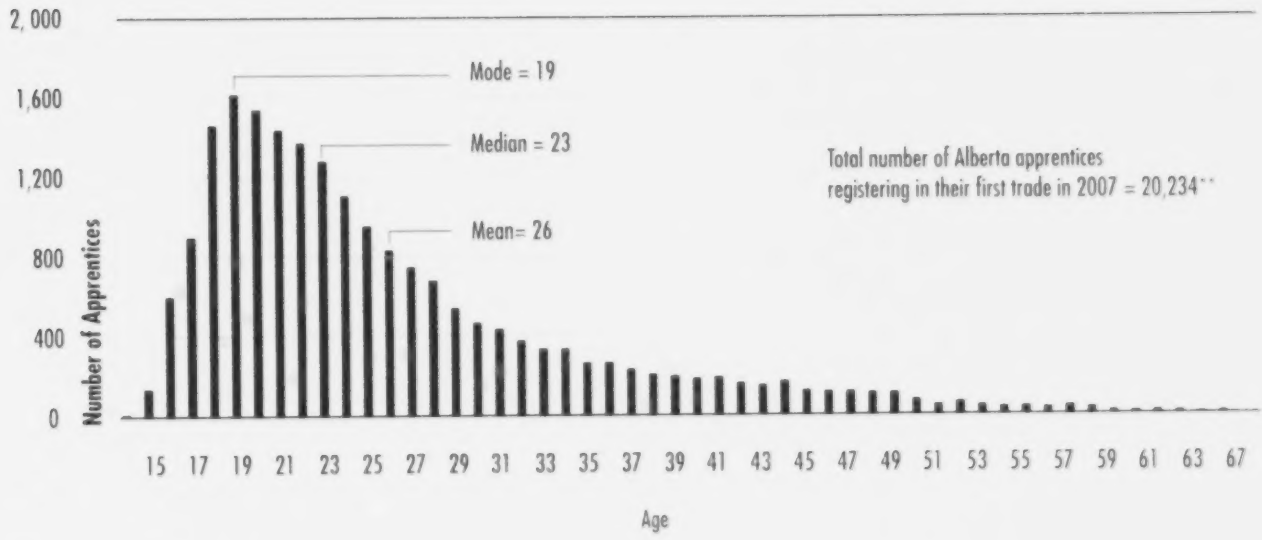


Source: *Alberta Advanced Education and Technology*

* This graph represents statistics covering a series of calendar years (January to December).

Chart 2

Age of Alberta Apprentices on Date of Registration in First Trade, 2007*


2,000
1,600
1,200
800
400
0
Number of Apprentices
Mode = 19
Median = 23
Mean= 26
Total number of Alberta apprentices registering in their first trade in 2007 = 20,234**
15 17 19 21 23 25 27 29 31 33 35 37 39 41 43 45 47 49 51 53 55 57 59 61 63 67
Age

Source: *Alberta Advanced Education and Technology*

* Age at date of registration.

** The 20,234 total in the chart above includes only individuals registering in their first trade in Alberta in 2007. This number differs from the total number of new apprentices registered (22,663) as presented in Table 4. In Table 4, the number of new apprentices registered includes those who are returning to do an additional apprenticeship after completing one or more apprenticeship programs in previous years.

Mean - defined as the sum of the ages of all apprentices divided by the total number of apprentices involved, i.e., ***average age***
Median - defined as the ***middle age*** category with an equal number of apprentices younger and older than this group.
Mode - defined as the largest age category or ***most frequent age*** of apprentices.

Table 5

Total Number of Individuals Certified, 2007*

TRADE/OCCUPATION	Journeyperson Certificates Issued to Completed Apprentices and Graduates Certificates Issued	Interprovincial Red Seals Issued to Completed Journeymen and Trainees (Note 1)	Qualification Certificates (Note 2)	Equivalency Documents (Note 3)	Other Red Seals Issued (Note 4)
Agricultural Equipment Technician	23	16	0	0	0
Appliance Service Technician	8	6	1	0	1
Auto Body Technician**	91	52	31	2	23
Automotive Service Technician	382	329	36	78	48
Baker	33	8	3	0	1
Boilermaker	31	19	1	0	1
Bricklayer	27	27	0	0	0
Cabinetmaker	42	32	1	0	1
Carpenter	287	259	6	2	6
Communication Technician	35	N/A	1	0	N/A
Concrete Finisher	6	2	1	0	1
Cook	142	135	10	2	11
Crane and Hoisting Equipment Operator**	340	38	50	42	11
Electric Motor Systems Technician	5	2	0	0	0
Electrician	1,068	775	289	261	305
Electronic Technician (Note 5)	3	0	0	0	0
Elevator Constructor	5	N/A	1	2	N/A
Floorcovering Installer	3	3	0	1	1
Gasfitter	57	N/A	12	19	N/A
Glazier	23	18	0	0	0
Hairstylist	571	411	64	32	82
Heavy Equipment Technician**	510	408	52	29	62
Instrument Technician	181	76	14	7	13
Insulator	54	19	0	1	0
Ironworker	64	19	34	24	13
Ironworker - Metal Building Systems Erector	6	N/A	3	0	N/A
Landscape Gardener	23	N/A	0	0	N/A
Lather-Interior Systems Mechanic	8	6	1	0	1
Locksmith	8	N/A	0	0	N/A
Machinist	101	90	5	0	3
Millwright	196	146	6	8	6
Motorcycle Mechanic	19	19	11	1	10
Outdoor Power Equipment Technician	10	N/A	0	1	N/A
Painter and Decorator	18	13	2	0	1
Parts Technician	131	128	16	0	16
Plumber	395	338	13	17	21
Power Lineman	52	46	27	2	26
Power System Electrician	24	N/A	9	0	N/A
Recreation Vehicle Service Technician	26	13	2	4	2
Refrigeration and Air Conditioning Mechanic	88	74	4	4	6

(continued)

Table 5 (continued)

Total Number of Individuals Certified, 2007*

TRADE/OCCUPATION	Interprovincial Certificates Issued to Completed Apprentices and Trainees (Note 1)	Interprovincial Red Seals Issued to Completed Apprentices and Trainees (Note 1)	Qualification Certificates (Note 2)	Equivalency Documents (Note 3)	Other Red Seals Issued (Note 4)
Rig Technician (Note 6)	2	2	1,411	0	2
Roofer	18	13	1	0	1
Sawfiler	3	N/A	0	0	N/A
Sheet Metal Worker	88	67	2	3	2
Sprinkler Systems Installer	24	16	0	1	1
Steamfitter-Pipefitter	202	144	288	16	255
Structural Steel and Plate Fitter	25	23	1	2	1
Tilesetter	6	0	0	0	0
Tool and Die Maker	0	0	0	0	0
Transport Refrigeration Technician	6	N/A	0	0	N//A
Water Well Driller	8	N/A	0	0	N//A
Welder	934	797	245	36	228
Construction Craft Labourer	2	N/A	13	0	N/A
Gas Utility Operator	5	N/A	0	0	N/A
Oil and Gas Transportation Services	16	N/A	0	0	N/A
Snubbing Services (Note 7)	27	N/A	0	0	N/A
Steel Detailer	10	N/A	0	0	N/A
Warehousing	15	N/A	17	15	N/A
Well Testing Services Supervisor	9	N/A	0	0	N/A
TOTAL	6,996	4,908	5,008	673	7,161

Source: *Alberta Advanced Education and Technology*

* Individuals issued more than one certificate in 2007 are counted here only once.
** Indicates that some, not all, branches of this trade have a Red Seal designation.

N/A = Not Applicable.

Note 1: This number includes the number of Interprovincial Red Seals Issued to Completed Apprentices and Trainees in 2007 regardless of the year the apprentices or trainees completed their training.

Note 2: A Qualification Certificate is a certificate issued to individuals who, through an assessment of their prior work experience, knowledge and skills in a designated trade or occupation, demonstrate they meet the standards set for certification in Alberta. In 2007, 1,013 of the 2,684 Qualification Certificates issued, were issued with an Interprovincial Standards Red Seal. Of the remaining 1,671, 1,411 were in the rig technician trade where the red seal only recently became available.

Note 3: Equivalency documents were issued to recognize a certificate or document (e.g., a trade certificate obtained in another Canadian jurisdiction) as equivalent to a trade certificate granted under the *Apprenticeship and Industry Training Act* when the skills and knowledge on which that certificate or document is based have been deemed to be equivalent to those of an Alberta certified tradesperson in that trade. In 2007, 149 of the 612 Equivalency documents issued, were issued with an Interprovincial Standards Red Seal.

Note 4: These 1,162 Interprovincial Standards Red Seals were issued to individuals who achieved journeyperson status through a certification process such as the Qualification or Equivalency programs (i.e., without completing an apprenticeship program) or who successfully completed the interprovincial examination in Alberta rather than in the jurisdiction in which they were originally certified.

Note 5: The designation of the trade of electronic technician is rescinded effective September 1, 2007. Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.

Note 6: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years. Approximately 330 of the individuals who recived a Qualification Certificate in the rig technician trade were from Canadian jurisdications other than Alberta.

Note 7: Snubbing services became a designated occupation on January 1, 2007.

Table 6

Total Number of Completed Apprentices and Individuals Issued Occupation and Qualification Certificates, 2002 - 2007*

TRADE/OCCUPATION	2002	2003	2004	2005	2006	2007
Agricultural Equipment Technician	15	17	4	19	20	23
Applicance Service Technician	15	11	10	11	14	9
Auto Body Technician	64	85	89	130	113	122
Automotive Service Technician	314	312	316	327	370	418
Baker	37	48	28	26	30	36
Boilermaker	20	21	26	24	37	32
Bricklayer	24	14	21	35	15	27
Cabinetmaker	31	54	44	33	42	43
Carpenter	213	241	246	252	258	293
Communication Technician	68	78	43	60	65	36
Concrete Finisher	19	7	9	16	19	7
Cook	134	139	165	193	161	152
Crane and Hoisting Equipment Operator	255	284	326	459	426	390
Electric Motor Systems Technician	3	9	5	10	6	5
Electrician	684	700	825	1,007	1,057	1,357
Electronic Technician (Note 1)	5	8	7	7	4	3
Elevator Constructor	8	4	19	16	5	6
Floorcovering Installer	5	3	1	4	6	3
Gasfitter	43	34	41	70	88	69
Glazier	4	14	16	23	14	23
Hairstylist	432	508	600	611	585	635
Heavy Equipment Technician	664	623	437	417	526	562
Instrument Technician	145	204	186	194	216	195
Insulator	34	31	53	59	53	54
Ironworker	52	64	88	76	193	98
Ironworker - Metal Building Systems Erector	23	18	15	2	10	9
Landscape Gardener	21	20	23	20	25	23
Lather-Interior Systems Mechanic	0	5	7	17	7	9
Locksmith	5	0	3	5	6	8
Machinist	153	97	104	142	123	106
Millwright	190	219	191	235	242	202
Motorcycle Mechanic	26	24	19	36	31	30
Outdoor Power Equipment Technician	52	7	7	6	7	10
Painter and Decorator	16	16	21	18	18	20
Parts Technician	110	124	116	106	110	147
Plumber	206	275	279	326	277	408
Power Lineman	22	23	43	52	52	79
Power System Electrician	14	15	32	28	39	33
Recreation Vehicle Service Technician	13	14	18	15	20	28
Refrigeration and Air Conditioning Mechanic	63	72	69	81	75	92

(continued)

Table 6 (continued)

Total Number of Completed Apprentices and Individuals Issued Occupation and Qualification Certificates, 2002 - 2007*

TRADE/OCCUPATION	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Rig Technician (Note 2)	N/A	N/A	N/A	N/A	1,363	1,413
Roofer	3	6	15	9	12	19
Sawfiler	5	5	1	4	7	3
Sheet Metal Worker	73	71	90	96	112	90
Sprinkler Systems Installer	25	23	36	31	34	24
Steamfitter-Pipefitter	131	156	249	477	968	490
Structural Steel and Plate Fitter	23	25	29	19	18	26
Tilesetter	5	9	9	6	5	6
Tool and Die Maker	3	1	0	0	0	0
Transport Refrigeration Technician	2	5	10	13	9	6
Water Well Driller	7	6	7	6	12	8
Welder	743	902	980	917	892	1,179
Construction Craft Labourer	35	43	53	33	38	15
Gas Utility Operator	7	11	6	8	2	5
Oil and Gas Transportation Services	N/A	N/A	N/A	5	1	16
Snubbing Services	N/A	N/A	N/A	N/A	N/A	27
Steel Detailer	N/A	0	0	1	3	10
Warehousing	9	19	30	25	13	32
Well Testing Services Supervisor	N/A	N/A	N/A	5	6	9
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Source: *Alberta Advanced Education and Technology*

* Individuals issued more than one certificate in each year are counted here only once.

N/A = Not Applicable. Data does not exist in one or more of the specified years .

Note 1: The designation of the trade of electronic technician is rescinded effective September 1, 2007. Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.

Note 2: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years. Approximately 330 of the individuals who recived a Qualification Certificate in the rig technician trade were from Canadian jurisdications other than Alberta.

Table 7

Technical Training Attendance by Institution and School Year, 2002-03 - 2007-08*

Institution	2002/03	2003/04	2004/05	2005/06	2006/07	2007/08
Delmar College of Hair Design (Note 1)	117	115	125	113	106	118
Keyano College	456	482	471	545	606	723
Lakeland College	778	773	706	754	884	1,175
Lethbridge College	696	647	610	659	877	1,073
Marvel College (Note 1)	81	83	90	96	93	107
Medicine Hat College	339	315	320	446	591	565
Northern Alberta Institute of Technology (Note 2)						
Edmonton Campus	8,905	9,226	8,616	9,610	11,651	13,260
Fairview Campus	587	624	576	597	770	927
Grande Prairie Campus	202	171	193	231	291	410
Northern Lakes College	N/A	9	8	21	60	109
Olds College	206	199	226	258	281	367
Enform (Note 3)	108	195	248	291	204	214
Portage College	45	43	66	78	126	151
Red Deer College	1,906	1,795	1,820	2,154	2,750	3,242
Southern Alberta Institute of Technology	5,559	5,704	5,769	6,401	8,038	9,532
Other Training Providers (Note 4)	80	78	101	75	117	131
TOTAL (Note 5)	20,065	20,459	19,943	22,579	27,653	32,196

Source: *Alberta Advanced Education and Technology*

* These statistics cover the school year from August 1 to July 31 for each year represented.

Note 1: Delmar College and Marvel College provide technical training for hairstylists. The hairstylist trade has a two-year apprenticeship program.
Note 2: Effective July 1, 2004, NAIT assumed responsibility for Fairview College and its Grande Prairie campus.
Note 3: Enform (previously Petroleum Industry Training Service) trains only crane and hoisting equipment operator - wellhead boom truck, which is a one-year apprenticeship program.
Note 4: Other training providers include:
ATCO Electric - is accredited to provide technical training for its power lineman apprentices.
British Columbia Institute of Technology - provides sawfiler training.
Fortisalberta.inc - (previously Aquila Networks Canada, Utilicorp Networks Canada and Trans Alta Utilities) is accredited to provide technical training for its power lineman apprentices.
Grande Cache Institution - provides training to inmates.
Note 5: In 2006, historical numbers were updated to reflect minor corrections to the data. The numbers represented in this board annual report, therefore, may not exactly match the totals represented in previous board annual reports.

Table 8

Total Number of Apprentices by Trade and Period (or Year) of Training, 2007*

TRADE	1st Period	2nd Period	3rd Period	4th Period	5th Period (Note 1)	Total Apprentices
Agricultural Equipment Technician	98	25	30	19	13	185
Applicance Service Technician	52	26	12	N/A	7	97
Auto Body Technician	338	334	24	N/A	46	742
Automotive Service Technician	1,324	631	832	389	419	3,595
Baker	118	45	43	N/A	53	259
Boilermaker	91	66	78	34	1	270
Bricklayer	89	117	75	N/A	34	315
Cabinetmaker	214	127	71	58	29	499
Carpenter	2,769	1,108	622	488	180	5,167
Communication Technician	154	67	28	39	112	400
Concrete Finisher	79	9	N/A	N/A	23	111
Cook	540	195	194	N/A	254	1,183
Crane and Hoisting Equipment Operator	2,189	1	226	N/A	287	2,703
Electric Motor Systems Technician	31	15	1	14	13	74
Electrician	3,186	2,934	1,688	1,602	554	9,964
Elevator Constructor	0	0	5	4	178	187
Floorcovering Installer	63	43	N/A	N/A	7	113
Gasfitter	161	100	65	N/A	36	362
Glazier	117	62	30	26	12	247
Hairstylist	738	483	N/A	N/A	1,114	2,335
Heavy Equipment Technician	2,261	1,050	948	551	283	5,093
Instrument Technician	679	397	353	193	284	1,906
Insulator	326	157	111	N/A	38	632
Ironworker	825	129	69	33	5	1,061
Ironworker - Metal Building Systems Erector	63	17	N/A	N/A	2	82
Landscape Gardener	94	30	37	30	14	205
Lather-Interior Systems Mechanic	75	31	22	N/A	11	139
Locksmith	27	15	12	5	3	62
Machinist	421	341	302	134	56	1,254
Millwright	742	581	417	256	126	2,122
Motorcycle Mechanic	141	78	58	28	6	311
Outdoor Power Equipment Technician	48	12	10	6	17	93
Painter and Decorator	58	56	17	N/A	15	146
Parts Technician	505	218	174	N/A	43	940
Plumber	1,829	1,034	755	493	263	4,374
Power Lineman	208	167	92	N/A	58	525
Power System Electrician	22	24	52	53	22	173
Recreation Vehicle Service Technician	130	64	27	N/A	10	231
Refrigeration and Air Conditioning Mechanic	216	181	148	119	34	698

(continued)

Table 8 (continued)

Total Number of Apprentices by Trade and Period (or Year) of Training, 2007*

TRADE	1st Period	2nd Period	3rd Period	4th Period	9th Period (Note 1)	Total Apprentices
Rig Technician (Note 2)	2,327	699	198	N/A	5	3,229
Roofer	88	50	29	N/A	18	185
Sawfiler	6	3	2	5	0	16
Sheet Metal Worker	680	260	182	174	35	1,331
Sprinkler Systems Installer	154	105	57	N/A	55	371
Steamfitter-Pipefitter	1,923	924	428	236	86	3,597
Structural Steel and Plate Fitter	93	54	44	N/A	15	206
Tilesetter	24	14	0	N/A	1	39
Tool and Die Maker	2	0	3	N/A	0	5
Transport Refrigeration Technician	18	14	5	N/A	17	54
Water Well Driller	24	17	N/A	N/A	3	44
Welder	4,487	2,796	1,722	N/A	337	9,342
TOTAL	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Source: *Alberta Advanced Education and Technology*

* These statistics are as of December 31, 2007.

N/A = Not all trades have four periods. The N/As indicate where there is no period in that trade.

Note 1: 9th Period Apprentices are those apprentices who have completed, or who have been granted credit for, all technical training requirements in their apprenticeship program. Industry examination and/or work experience/on-the-job training requirements for the trade have yet to be successfully completed.

Note 2: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years.

Table 9

Number of Apprentices Registered, Certified and Attending Technical Training by Apprenticeship and Industry Training Office Locations, 2007*

Calgary	16,449	5,681	1,585	7,832
Lethbridge	2,146	733	248	1,078
Medicine Hat	2,086	663	248	879
Red Deer	5,304	1,795	729	2,907
Bonnyville	1,409	463	147	598
Edmonton	27,414	8,892	2,442	11,101
Fort McMurray	3,847	1,678	251	1,205
Grande Prairie	3,024	971	289	1,293
Hinton	1,105	384	99	477
Peace River	871	352	67	404
Slave Lake	1,007	341	111	493
Vermilion	1,239	468	174	662
Interprovincial - Training Only (Note 1)	718	170	0	284
Interprovincial/International - Training and Certification (Note 2)	655	72	22	148

Source: *Alberta Advanced Education and Technology*

* This table represents statistics covering the January to December 2007 calendar year. Technical training in Table 7 is reported as school year. For this table only, the technical training statistics cover the calendar year for comparability within this table.

** Attendance reflects the number of technical training seats occupied.

Note 1: Alberta provides training for apprentices from other provinces and territories where the trade is designated but the jurisdictions are unable to provide technical training due to small apprentice registration numbers. Alberta does not issue these individuals a certificate. They are not counted in Table 5 under Completed Apprentices.

Note 2: Alberta registers apprentices and provides technical training to people from jurisdictions where no program exists. Alberta issues a certificate on completion of the program.

Note 3: Not all apprentices attend technical training in any given year, so the ratio of the number of registered apprentices to classroom spaces varies. The reasons for not attending may include:

- Apprentices do not normally attend technical training until they have had at least eight to 10 months of on-the-job training with their employer.
- Some apprentices are graduates of accredited post-secondary technical programs or have completed an apprenticeship program in another trade and have received credit for their technical training.
- Some have successfully completed all of the technical training and have only the required on-the-job training to complete before being eligible to be certified.
- Some prefer to obtain the study material (ILMs – individual learning modules) and learn at their own pace and challenge the industry exam.
- Some are in the Registered Apprenticeship Program (RAP) and attending high school and are not able to attend technical training.

Table 10

Meetings of the Trade, Occupation and Provisional Committees, 2007*

Trade/Occupation	Provincial Apprenticeship Committee, Provisional Committee, Provisional Committee			Local Apprenticeship Committee	All Committees
	Full Committee Meetings	Sub-Committee Meetings	Sub-Total	Sub-Total	TOTAL
Agricultural Equipment Technician	1	2	3	N/A	3
Appliance Service Technician	1	6	7	1	8
Auto Body Technician	0	1	1	1	2
Automotive Service Technician	1	2	3	2	5
Baker	1	1	2	1	3
Boilermaker	0	2	2	N/A	2
Bricklayer	1	1	2	2	4
Cabinetmaker	0	3	3	1	4
Carpenter	0	1	1	6	7
Communication Technician	1	14	15	1	16
Concrete Finisher	0	2	2	N/A	2
Cook	0	1	1	3	4
Crane and Hoisting Equipment Operator	0	14	14	3	17
Electric Motor Systems Technician	0	0	0	1	1
Electrician	1	4	5	6	11
Electronic Technician (Note 1)	0	0	0	0	0
Elevator Constructor	0	2	2	N/A	2
Floorcovering Installer	1	2	3	N/A	3
Gasfitter	0	1	1	0	1
Glazier	1	1	2	1	3
Hairstylist	1	4	5	4	9
Heavy Equipment Technician	1	2	3	5	8
Instrument Technician	1	8	9	1	10
Insulator	1	6	7	N/A	7
Ironworker	0	0	0	N/A	0
Landscape Gardener	1	6	7	0	7
Lather Interior Systems Mechanic	0	2	2	N/A	2
Locksmith	1	0	1	1	2
Machinist	1	1	2	1	3
Millwright	2	4	6	1	7
Motorcycle Mechanic	2	3	5	1	6
Outdoor Power Equipment Technician	0	0	0	0	0
Painter and Decorator	0	3	3	1	4
Parts Technician	1	5	6	3	9
Plumber	0	1	1	0	1
Power Lineman	1	5	6	3	9
Power System Electrician	0	0	0	N/A	0
Recreation Vehicle Service Technician	0	6	6	3	9
Refrigeration and Air Conditioning Mechanic	1	8	9	2	11

(continued)

Table 10 (continued)

Meetings of the Trade, Occupation and Provisional Committees, 2007*

TRADE/OCCUPATION	Provisional Apprenticeship Committee			Local Apprenticeship Committee	All Committees
	Full Committee Meetings	Sub-Committee Meetings	Sub-Total	Sub-Total	Total
Rig Technician	1	3	4	N/A	4
Roofer	1	2	3	N/A	3
Sawfiler	1	0	1	N/A	1
Sheet Metal Worker	2	8	10	3	13
Sprinkler Systems Installer	0	0	0	0	0
Steamfitter- Pipefitter	2	1	3	0	3
Structural Steel and Plate Fitter	0	0	0	N/A	0
Tilesetter	1	1	2	0	2
Tool and Die Maker	1	1	2	N/A	2
Transport Refrigeration Technician	1	0	1	N/A	1
Water Well Driller	1	1	2	N/A	2
Welder	0	3	3	3	6
Construction Craft Labourer	0	1	1	N/A	1
Gas Utility Operator	1	0	1	N/A	1
Oil and Gas Transportation Services	1	0	1	N/A	1
Snubbing Services (Note 2)	0	0	0	N/A	0
Steel Detailer	1	0	1	N/A	1
Warehousing	0	1	1	N/A	1
Well Testing Services Supervisor	0	0	0	N/A	0
Cathodic Protection	1	3	4	N/A	4
Electrologist	2	0	2	N/A	2
Heat Treatment Technician	2	1	3	N/A	3
Industrial Construction Crew Supervisor	5	3	8	N/A	8
Natural Gas Compression Technician	1	3	4	N/A	4
Railway Car Technician	3	0	3	N/A	3
Residential Site Manager	2	0	2	N/A	2
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Source: *Alberta Advanced Education and Technology*

* The meetings counted in this table are in-person meetings only. Many committees also conduct meetings of a single item or more through ballots, faxes or phone conversations. These are not include in this table.

N/A Not applicable refers to trades where local apprenticeship committees do not exist. Designated occupations do not have local committees.

Note 1: The designation of the trade of electronic technician is rescinded effective September 1, 2007. Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.

Note 2: Snubbing Services became a designated occupation on January 1, 2007.

Table 11

Number of Participants in the Registered Apprenticeship Program (RAP) by Trade as of December 31, 2007

TRADE DESCRIPTION	High School	Full Time	Certified (Red S)
Agricultural Equipment Technician	30	30	9
Appliance Service Technician	4	3	2
Auto Body Technician	51	80	34
Automotive Service Technician	212	286	161
Baker	8	9	4
Boilermaker	1	0	0
Bricklayer	11	13	4
Cabinetmaker	38	40	19
Carpenter	249	275	68
Communication Technician	4	2	1
Concrete Finisher	7	10	2
Cook	94	94	25
Crane and Hoisting Equipment Operator	5	6	5
Electric Motor Systems Technician	0	1	0
Electrician	173	345	143
Elevator Constructor	1	0	0
Floorcovering Installer	6	6	1
Gasfitter	3	2	1
Glazier	6	4	4
Hairstylist	168	163	245
Heavy Equipment Technician	238	349	159
Instrument Technician	43	89	22
Insulator	3	4	0
Ironworker	4	1	1
Ironworker - Metal Building Systems Erector	3	1	0
Landscape Gardener	6	5	2
Lather-Interior Systems Mechanic	8	5	0
Locksmith	3	4	2
Machinist	30	54	24
Millwright	39	85	30
Motorcycle Mechanic	21	32	10
Outdoor Power Equipment Technician	4	13	0
Painter and Decorator	5	5	3
Parts Technician	27	49	31
Plumber	67	122	35
Power Lineman	6	12	5
Power System Electrician	0	0	0
Recreational Vehicle Service Technician	2	5	2
Refrigeration and Air Conditioning Mechanic	9	17	7

(continued)

Table 11 (continued)

Number of Participants in the Registered Apprenticeship Program (RAP) by Trade as of December 31, 2007

TRADE OCCUPATION	High School	Full Time	Certified (Note 1)
Rig Technician (Note 2)	0	0	0
Roofer	3	5	0
Sawfiler	0	0	0
Sheet Metal Worker	27	26	5
Sprinkler Systems Installer	4	4	5
Steamfitter-Pipefitter	16	60	17
Structural Steel and Plate Fitter	2	6	4
Tilesetter	4	3	1
Tool and Die Maker	0	0	0
Transport Refrigeration Mechanic	0	2	1
Water Well Driller	1	1	2
Welder	292	545	270
TOTAL	1,008	2,472	Data [illegible]

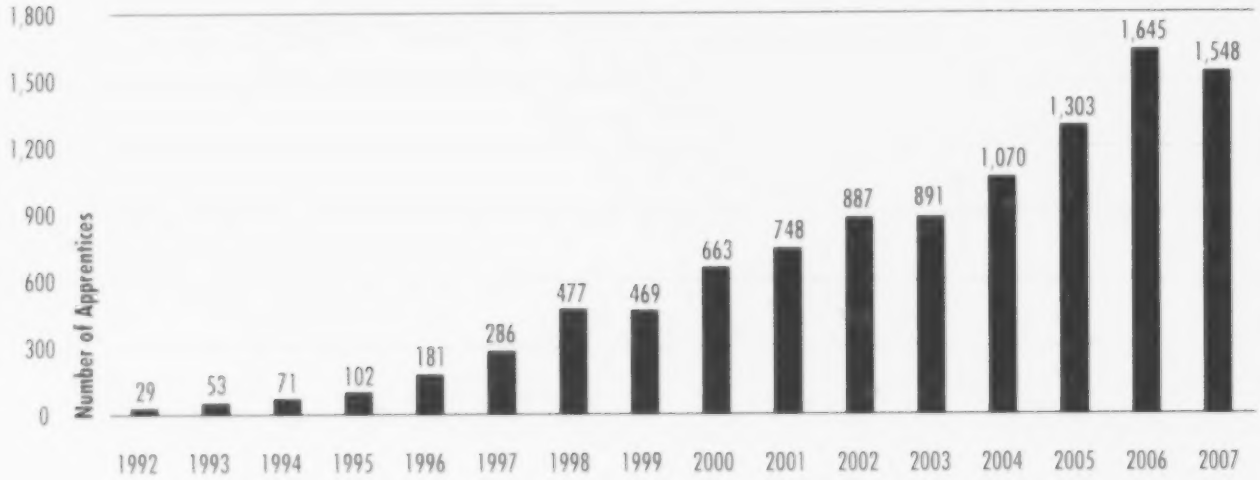
Source: *Alberta Advanced Education and Technology*

High School = RAP participants currently in high school.
Full Time = RAP participants who have completed high school and are now full time apprentices.
Certified = RAP participants who have completed their apprenticeship program and are now certified tradespeople.

Note 1: Total number of RAP participants certified since inception of program.
Note 2: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years.

Chart 3

Number of New Registrants in the Registered Apprenticeship Program (RAP) by Year, 1992 - 2007



Source: *Alberta Advanced Education and Technology*

* This graph represents statistics covering a series of calendar years (January to December).

Awards & Scholarship Recipients

2007 - 2008

Top Apprentice Awards 2006-2007

	Recipient	Trade	City/Town	Employer
1	Brent Beeson	Cabinetmaker	Calgary	Executive Millwork Inc
2	Jessica Benisch	Baker	Canmore	Panino Bakery
3	Benjamin Bloemendaal	Ironworker - Structural	Spruce Grove	Ironworkers Apprenticeship Administration Agency
4	Michael Brightwell	Instrument Technician	Grimshaw	Devon Canada Corporation
5	Fred Brotherton	Communication Technician	Red Deer	Telus
6	Vance Caudron	Motorcycle Mechanic	Enilda	Riverside Honda and Skidoo
7	Allen Collins	Crane and Hoisting Equipment Operator - Boom Truck	Red Deer	Big Eagle Services
8	Orin D'Mello	Refrigeration and Air Conditioning Mechanic	Edmonton	Johnson Controls Ltd.
9	Steven Doroshuk	Steamfitter - Pipefitter	Rocky Mountain House	Quinn Contracting Ltd
10	Joanne Doyle	Painter and Decorator	Calgary	Certified Painting Systems Inc.
11	Curtis Duffy	Outdoor Power Equipment Technician - Marine	Gunn	Ecko Marine Ltd.
12	Kristian Dyrland	Roofer	Sherwood Park	V&S Roofing Inc.
13	Alan Forsyth	Sawfiler	High Level	Tolko Indutries Limited
14	Victor Gagnon	Agricultural Equipment Technician	Grande Prairie	Finning Canada
15	Neil Gartly	Power System Electrician	Redcliff	City of Medicine Hat
16	Shawn Gerrie	Heavy Equipment Technician	Sherwood Park	Finning Canada
17	Daniel Green	Auto Body Technician - Prepper	Drumheller	Peterson Auto Body Ltd
18	Lorne Grigg	Appliance Service Technician	Strathmore	P J'S Appliance Warehouse and Service Plus Inc.
19	Richard Haddow	Transport Refrigeration Technician	Calgary	Eskimo Refrigeration Ltd.
20	Troy Hansen	Millwright	Edmonton	Smurfit - MBI
21	Ian Holborn	Heavy Equipment Technician - Transport Trailer Mechanic	Edmonton	Grimshaw Trucking & Distributing Ltd.
22	Cameron Hood	Crane and Hoisting Equipment Operator - Mobile Crane	Fort Mcmurray	La Prairie Crane Ltd.
23	Burke Hughes	Heavy Equipment Technician - Heavy Duty Equipment Mechanic (Off Road)	Edmonton	Maple Leafs Metals
24	Michael Isaac	Machinist	Airdrie	Foremost Industries Inc.
25	Kenneth Janzen	Auto Body Technician - Auto Body Repairer	Coaldale	Kustom Auto Body (Coaldale 1990) Ltd
26	Keith Johnson	Crane and Hoisting Equipment Operator - Wellhead Boom Truck	Delburne	Trican Well Service
27	David Johnstone	Power Lineman	Leduc	Fortis Alberta Inc.
28	Jason Kasper	Lather - Interior Systems Mechanic	Edmonton	I.I.S. Innovative Interior Systems Limited
29	Matthew Labossiere	Cook	Red Deer	Capri Hotel and Conference Centre
30	Kevin Martin	Recreation Vehicle Service Technician	Edmonton	Guarantee Rv Centre Inc.
31	Merl Mayer	Welder	Medicine Hat	Bromley Mechanical Services Inc.
32	Henry Mazur	Concrete Finisher	St. Albert	City of Edmonton, Transportation Department
33	Byron McCrie	Ironworker	Stony Plain	Ironworkers Apprenticeship Administration Agency

(continued)

34	Josiah Merrick	Bricklayer	Edmonton	Walter Cook Masonry
35	Dennis Muzyka	Plumber & Gasfitter (B)	Vilna	Aspen View Regional Division
36	Orla Nagle	Hairstylist	Sherwood Park	Verve Salon & Spa Ltd.
37	Shaun Nelson	Electric Motor Systems Technician	Grande Prairie	GPR Industries (1994) Ltd.
38	Shaughn Nichols	Gasfitter (A)	Red Deer	Red Deer Plumbing & Gasfitting Ltd.
39	John Noel	Heavy Equipment Technician - Truck and Transport Mechanic	Edmonton	City of Edmonton Richard Pattison Garage
40	Larry Oja	Auto Body Technician - Auto Body Refinisher	Rocky Mountain House	AKA Precision Auto Body
41	Harmandar Rakkar	Structural Steel and Plate Fitter	Edmonton	Supreme Steel Ltd.
42	Michael Schultz	Sprinkler Systems Installer	Edmonton	Proudline Fire Protection Services Ltd.
43	Gordon Schuster	Locksmith	Stony Plain	Parkland School Division #70
44	Brian Slemp	Electrician	Hanna	Alberta Power Limited
45	Russell Smith	Water Well Driller	Edson	Ashburn Drilling Ltd.
46	David Spencer	Automotive Service Technician	Didsbury	Hildebrand Motors Ltd.
47	Casey Stiksma	Floorcovering Installer	Spruce Grove	Allan Terpsma
48	Kevin Toews	Sheet Metal Worker	Stettler	Action Plumbing & Excavating (1998)
49	Brent Toohey	Boilermaker	Calgary	Boilermaker Apprenticeship Administration Agency
50	Garrett Trayhorne	Parts Technician	Wainwright	Tri Ag Implements Ltd.
51	Robert Trufen	Glazier	Calgary	Ferguson Glass Western Ltd.
52	Joel Walker	Carpenter	Calgary	Complete Home Renovations
53	Michael Waters	Outdoor Power Equipment Technician - Recreational	St. Albert	Riverside Honda & Skidoo
54	Lois Wiebe	Landscape Gardener	Olds	Bow Point Nursery Ltd.
55	Joachim Woehr	Insulator	Brooks	Big Foot Metal Systems

2006-2007 Registered Apprenticeship Program (RAP) Scholarship Recipients

	SPONSOR	Recipient	Trade
1	Alberta Building Trades Council and Construction Labour Relations - Alberta RAP Scholarship	Kyle Withrow	Welder
2	Alberta-Pacific Forest Industries Inc. RAP Scholarship	Chance Thola	Millwright
3	Allan Askeland RAP Scholarship	Jordan Allison	Heavy Equipment Technician - Truck and Transport Mechanic
4	Bill and Catharine Watson and Family RAP Scholarship	Jaice Jamison	Plumber and Gasfitter (B)
5	Calgary Foundation - Cadmus Fund RAP Scholarship	Cisco Passmore	Instrument Technician
6		Addison Tkach	Millwright
7	CLAC RAP Scholarship	Jonathon Wong	Electrician
8	Construction Labour Relations - An Alberta Association and Alberta Building Trades Council RAP Schoalrship	Murray Heshka	Welder
9	Electrical Contractors Association of Alberta RAP Scholarship	Brennan Haycock	Electrician
10		Christopher Kowalewski	Electrician
11	Flint Energy Services Ltd. RAP Scholarship	Jeffrey Tan	Welder
12	Fluor Constructors Canada Limited RAP Scholarship	Matthew Hoover	Welder
13	International Brotherhood of Boilermakers and the Boilermaker Training Trust Fund RAP Scholarship	Jeff Steinke	Boilermaker
14	Ironworkers Local #720 and Local #725 RAP Scholarship	Ashley Gosselin	Welder
15	Jacobs Catalytic Industrial Services Ltd. RAP Scholarship	Christopher Rowe	Steamfitter-Pipefitter
16	KBR (Canada) Company RAP Scholarship	Kyle Chippior	Welder
17	Maxam Contracting Ltd. RAP Scholarship	Paul Desilets	Carpenter
18	Mechanical Contractors Association of Alberta RAP Scholarship	Jeremy Newman	Plumber and Gasfitter (B)
19	Merit Contractors Association RAP Scholarship	Shawn Hutton	Electrician
20	Modern Beauty Supplies Inc. RAP Scholarship	Taylor Grant	Hairstylist
21	Motor Dealers' Association of Alberta RAP Scholarship	Sean Miller	Automotive Service Technician
22	NOVA Chemicals Corporation RAP Scholarship	Matthew Hebert	Machinist
23	Optimist Club of Sherwood Park RAP Scholarship	Sheridan McLaren	Cook
24	PCL Industrial Constructors Inc. RAP Scholarship	Shawn Boyle	Steamfitter-Pipefitter
25	Shell Canada Limited RAP Scholarship	Kevin Thornell	Millwright
26	Syncrude Canada Ltd. RAP Scholarship	Brian Minich	Heavy Equipment Technician
27	TransCanada RAP Scholarship	Ryan Deary	Electrician
28	Alberta Apprenticeship and Industry Training Board RAP Scholarship	L. Jason Robert Anderson	Electrician
29		Kevin Andrew	Automotive Service Technician
30		Nathan Androsoff	Carpenter
31		Ross Antoniuk	Welder - Wire Process Operator
32		Daniel Arsenault	Welder
33		Joel Auger	Heavy Equipment Technician
34		Lane Barks	Auto Body Technician - Auto Body Repairer
35		Tyler Beath	Welder
36		Colton Beeson	Outdoor Power Equipment Technician - Recreational Equipment
37		Drew Belanger	Carpenter
38		Justin Bell	Roofer
39		Lee Bell	Roofer
40		Christopher Bell	Electrician
41		Brittany Bell	Cook
42		Shailee Bertsch	Hairstylist
43		Megan Bevan	Hairstylist
44		Logan Bird	Agricultural Equipment Technician
45		Kamren Birkbeck	Carpenter

	Sponsor	Recipient	Trade
46	Alberta Apprenticeship and Industry Training Board RAP Scholarship	Chelsie Blades	Hairstylist
47		Christina Borgsteede	Automotive Service Technician
48		Carter Bourgonje	Automotive Service Technician
49		Anthony Bourque	Electrician
50		Nicholas Boutin	Automotive Service Technician
51		Chad Boyce	Electrician
52		Clayton Brand	Heavy Equipment Technician
53		Jared Braumberger	Automotive Service Technician
54		Mathieu Breker	Heavy Equipment Technician
55		Dylan Brewster	Electrician
56		Allison Brodowski	Carpenter
57		Ryan Brough	Welder
58		Jesse Brown	Auto Body Technician - Auto Body Repairer
59		Cody Brown	Electrician
60		Jason Buffum	Welder
61		Michael Burdeyney	Heavy Equipment Technician
62		Sean Burrows	Welder
63		Charles Calhoon	Carpenter
64		Michael Campbell	Welder
65		Garrett Cannan	Electrician
66		Marco Caputo	Plumber and Gasfitter (B)
67		Matthew Carlson	Welder
68		Brody Carter	Automotive Service Technician
69		Blaine Cash	Heavy Equipment Technician
70		Curtis Chalmers	Machinist
71		Chance Chapman	Auto Body Technician - Auto Body Refinisher
72		Michael Charuk	Electrician
73		Natasha Chorney	Hairstylist
74		Michael Christie	Heavy Equipment Technician
75		Robert Clark	Electrician
76		Dustin Colbert	Heavy Equipment Technician
77		Tyler Collins	Electrician
78		Shane Connell	Plumber and Gasfitter (B)
79		Kyle Cooke	Welder
80		Mathew Cousineau	Heavy Equipment Technician
81		Jordan Coutre	Automotive Service Technician
82		Michael Croft	Electrician
83		Jacob Daly	Automotive Service Technician
84		Justin Davidson	Welder
85		Travis Denzler	Instrument Technician
86		Nathan Dick	Plumber and Gasfitter (B)
87		Blair Dietzen	Heavy Equipment Technician
88		Brett Dorowicz	Welder
89		Jamie Duchscher	Automotive Service Technician
90		Bradley Duda	Roofer
91		Thomas Dul	Electrician
92		Paul Duncan	Automotive Service Technician

2006-2007 Registered Apprenticeship Program (RAP) Scholarship Recipients (continued)

93	Alberta Apprenticeship and Industry Training Board RAP Scholarship	Dustin Emmerton	Welder
94		Brendon Enns	Auto Body Technician - Auto Body Refinisher
95		Tyson Erb	Carpenter
96		Nicholas Evans	Carpenter
97		Michaud Favre	Welder
98		Kent Fehr	Agricultural Equipment Technician
99		Timothy Fehr	Welder
100		Patrick Ferguson	Carpenter
101		Brandon Flaig	Welder
102		Travis Fletcher	Heavy Equipment Technician
103		Cody Flynn	Welder
104		Lance Foss	Heavy Equipment Technician - Heavy Duty Equipment Mechanic (Off Road)
105		Calvin M. Foster	Electrician
106		Lance Fraser	Welder
107		Coleman French	Welder
108		Landon Freschette	Welder
109		Lyndell Friesen	Welder
110		Kirsty Fulton	Parts Technician
111		Kevin Gaberel	Carpenter
112		Justin Gadowski	Motorcycle Mechanic
113		Elizabeth Gale	Hairstylist
114		Ronny Galli	Heavy Equipment Technician
115		William Gaugler	Electrician
116		Ryan Gemmell	Electrician
117		Tyler Goehring	Carpenter
118		Mitchell Goldamer	Heavy Equipment Technician
119		Craig Goldstone	Automotive Service Technician
120		Evan Gomes	Heavy Equipment Technician
121		Bradley Goshulak	Millwright
122		Eric Goudreau	Welder
123		Marc Grant	Welder
124		Tyler Grant	Automotive Service Technician
125		Braden Gregor	Instrument Technician
126		Jayden Hachey	Electrician
127		David Haefliger	Automotive Service Technician
128		Shawn Hamaliuk	Automotive Service Technician
129		Stephen Oliver Hartmetz	Bricklayer
130		David Haswell	Carpenter
131		David Heisler	Millwright
132		Taneil Hill	Hairstylist
133		Craig Housen	Welder
134		Geoffrey Hoyme	Carpenter
135		Adrian M. Hromadiuk	Automotive Service Technician
136		Marlon Hubenig	Machinist
137		Nicholas Hudgins	Electrician
138		Cory Hunt	Automotive Service Technician

139	Alberta Apprenticeship and Industry Training Board RAP Scholarship	Travis Hunter	Instrument Technician
140		Josh Hurst	Automotive Service Technician
141		Jeff Huseby	Welder
142		Ashley Hutchings	Hairstylist
143		Jamie Irwin	Automotive Service Technician
144		Steven Ives	Carpenter
145		Cody Jackson	Welder
146		Annilee Jantzen	Welder
147		Jared Janzen	Auto Body Technician - Auto Body Refinisher
148		Tyler Jensen	Electrician
149		Nick Kabatoff	Auto Body Technician - Auto Body Refinisher
150		Brad Kalynchuk	Welder
151		Troy Keller	Machinist
152		Mitch Kellsey	Agricultural Equipment Technician
153		Adam Kemp	Automotive Service Technician
154		Blake Kemper	Welder
155		Justyn L. Kendze	Agricultural Equipment Technician
156		Logan Kinley	Welder
157		Matthew Kipke	Motorcycle Mechanic
158		Tyler Kjorlien	Heavy Equipment Technician
159		Peter Klanten	Electrician
160		David Klassen	Carpenter
161		Bryce Knievel	Heavy Equipment Technician
162		Erin Knudsen	Hairstylist
163		Jeffrey Kohlman	Plumber and Gasfitter (B)
164		Travis Kowalchuk	Heavy Equipment Technician
165		Justin Kreutz	Electrician
166		Ryan Krikke	Welder
167		Colleen Kroetsch	Carpenter
168		Matthew Krug	Cabinetmaker
169		Christopher Krushel	Electrician
170		Mathew Krywko	Carpenter
171		David Krywolt	Automotive Service Technician
172		Brian Kuhn	Electrician
173		Scott Kullman	Plumber and Gasfitter (B)
174		Derek Kurpjuweit	Heavy Equipment Technician
175		Jarrett Kushnir	Electrician
176		David Lamash	Heavy Equipment Technician
177		Braden Lapointe	Carpenter
178		Ryan Lasuik	Sheet Metal Worker
179		Chad Lawton	Carpenter
180		Devon Lengyel	Automotive Service Technician
181		Jesse Levesque Robar	Heavy Equipment Technician
182		Nolan Lewis	Heavy Equipment Technician
183		Christine Lichuk	Cook
184		Silas Liedtke	Welder

2006-2007 Registered Apprenticeship Program (RAP) Scholarship Recipients (continued)

	Sponsor	Recipient	Trade
185	Alberta Apprenticeship and Industry Training Board RAP Scholarship	Michael Little	Welder
186		Jaden Lockhart	Welder
187		Tasch Logan	Automotive Service Technician
188		Andrew Longson	Heavy Equipment Technician
189		Ryan MacDonald	Automotive Service Technician
190		Jordan MacKay	Electrician
191		Jamie MacKenzie	Motorcycle Mechanic
192		Benjamin MacKinnon	Plumber and Gasfitter - 2nd Class
193		Jeremy Madu	Plumber and Gasfitter (B)
194		Jade Malin	Welder
195		Robert Martin	Welder
196		Tyler Martin	Electrician
197		Justin Martinuk	Sheet Metal Worker
198		Eric Marty	Plumber and Gasfitter (B)
199		Timothy Massey	Electrician
200		Terrence Massey	Heavy Equipment Technician
201		Mathew Matulin	Carpenter
202		Caitlyn McDermott	Baker
203		Justin McDiarmid	Electrician
204		Murray McKay	Motorcycle Mechanic
205		Patrick McKenzie	Steamfitter-Pipefitter
206		Kyle McKerral	Millwright
207		Annika Miller	Hairstylist
208		Jesse Milligan	Welder
209		Christopher Minni	Heavy Equipment Technician - Truck and Transport Mechanic
210		Shawn Mizera	Welder
211		Kyle Molloy	Carpenter
212		Aaron Morawetz	Welder
213		Melissa Morgan	Cook
214		Jordan Morin	Heavy Equipment Technician
215		Terri Morrill	Hairstylist
216		Kayla Mryglod	Welder
217		Dorinda Muise	Hairstylist
218		Kyle Murphy	Refrigeration and Air Conditioning Mechanic
219		Rory J. Neall	Electrician
220		Kurtis Neill	Steamfitter-Pipefitter
221		Brittny Newstead	Hairstylist
222		Lane Nickel	Instrument Technician
223		Ronald Nimco	Heavy Equipment Technician
224		Shane Nixon	Electrician
225		Andy Nonay	Electrician
226		Bradon D. O'Connell	Automotive Service Technician
227		Connor Odenbach	Welder
228		Tyler Ogilvie	Structural Steel and Plate Fitter

	Sponsor	Recipient	Trade
229	Alberta Apprenticeship and Industry Training Board RAP Scholarship	Brenda Ouanesamone	Hairstylist
230		Robert Palmer	Automotive Service Technician
231		Lee Palmer	Welder
232		Abigail Pelley	Instrument Technician
233		Jamie Perusini	Hairstylist
234		Derek Peters	Heavy Equipment Technician
235		Kurtis Peters	Electrician
236		Justin Peters	Sheet Metal Worker
237		Colten Petterson	Millwright
238		Glenn Pierce	Carpenter
239		Chad Pipke	Instrument Technician
240		Kevin Pivert	Welder
241		Jeff Porozni	Electrician
242		Ryan Porterfield	Agricultural Equipment Technician
243		Marc Poulin	Heavy Equipment Technician
244		Dane Quartly	Agricultural Equipment Technician
245		Christopher Radisic	Automotive Service Technician
246		Dillon Rampp	Carpenter
247		Brent Ramsay	Cabinetmaker
248		Fraser Rattray	Welder
249		Bradley Resch	Auto Body Technician - Auto Body Repairer
250		Tyler Robertson	Motorcycle Mechanic
251		Bryce Robinson	Welder
252		Levon Rodwell	Welder
253		Travis Rogan	Welder
254		Christopher Rooyakkers	Cook
255		Reese Roth	Electrician
256		Everett Runzer	Welder
257		Kyle Russell	Carpenter
258		Thomas Russell	Heavy Equipment Technician
259		Rema Safieh	Hairstylist
260		Cody Sahm	Plumber and Gasfitter - 2nd Class
261		Mark Sauchenko	Power Lineman
262		Tyler Scharf	Cook
263		Kelsey Scheifele	Machinist
264		Mikeal Schempp	Electrician
265		Brian Schmidt	Auto Body Technician - Auto Body Refinisher
266		Christopher Schmidt	Automotive Service Technician
267		Steven Schneider	Instrument Technician
268		Adam Scullion	Welder
269		Derick Seiferman	Welder
270		Brandon Seiler	Welder
271		Stephen Sellers	Carpenter
272		William Semenuik	Automotive Service Technician

2006-2007 Registered Apprenticeship Program (RAP) Scholarship Recipients (continued)

273	Alberta Apprenticeship and Industry Training Board RAP Scholarship	Jared Serbin	Automotive Service Technician
274		Stuart Sharp	Parts Technician
275		William Sherman	Plumber and Gasfitter 2nd Class
276		Brett Sigfusson	Heavy Equipment Technician
277		Jonah Sinclair	Automotive Service Technician
278		Trevor Slingerland	Heavy Equipment Technician
279		Christopher Small	Heavy Equipment Technician Transport Trailer Mechanic
280		Haley L. Smith	Hairstylist
281		Rachael Smith	Hairstylist
282		Eric Soderberg	Electrician
283		Kathryn Somoya	Cook
284		Derek Sortland	Millwright
285		Rianna Spronk	Hairstylist
286		Justin Stannard	Refrigeration and Air Conditioning Mechanic
287		Brayden Starko	Millwright
288		Corey Steele	Electrician
289		Jonathan Stegman	Carpenter
290		Steven Stemon	Electrician
291		Robert Stoutenberg	Heavy Equipment Technician
292		Jeremy Sykes	Welder
293		Kraig Tams	Welder
294		Joshua Taylor	Carpenter
295		Braedon Tersteeg	Heavy Equipment Technician Truck and Transport Mechanic
296		Cavan Tiggelers	Instrument Technician
297		Robert Todd	Millwright
298		Timothy Toft	Electrician
299		Dennis Tran	Automotive Service Technician
300		Geo Traub	Carpenter
301		Dakota Ulbrich	Welder
302		Bryn Upham	Carpenter
303		Travis Ursu	Automotive Service Technician
304		Johannes van der Wind	Automotive Service Technician
305		Lyndon Van Eck	Agricultural Equipment Technician
306		Travis Van Herk	Carpenter
307		Michael Van Sickle	Welder
308		Jonathan Vanden Brink	Landscape Gardener
309		Darren Vandenberg	Heavy Equipment Technician
310		London Vandenbrink	Carpenter
311		Nicolas Van't Bosch	Millwright
312		Daniel Veldman	Bricklayer
313		Allen Verhoef	Carpenter
314		Jesse Victoor	Welder
315		Scott Vidiuk	Welder

316	Alberta Apprenticeship and Industry Training Board RAP Scholarship	Bradley Volk	Cook
317		Daniel Wagner	Heavy Equipment Technician
318		Ryan Wallis	Heavy Equipment Technician
319		Haysam Walton	Steamfitter-Pipefitter
320		Jaden Waterhouse	Heavy Equipment Technician
321		Dustin Watts	Welder
322		Kirk Weber	Carpenter
323		Eric Wedman	Carpenter
324		Evan Weller	Automotive Service Technician
325		David Westercamp	Recreation Vechicle Service Technician
326		Cameron Wheeler	Machinist
327		Taylor Whiting	Plumber and Gasfitter (B)
328		Joel Whitlock	Heavy Equipment Technician
329		Philip Wierenga	Agricultural Equipment Technician
330		Ryan Wilcox	Instrument Technician
331		Kyle Wile	Heavy Equipment Technician
332		Robert Williamson	Welder
333		Jacobson Winters	Instrument Technician
334		Benjamin Wintonyk	Automotive Service Technician
335		Kevin Woelinga	Carpenter
336		Holly Ann Wood	Welder
337		Alyssa Wright	Hairstylist
338		Anthony Young	Welder
339		Dean Young	Carpenter
340		Ian Zendejas	Cook
341		Derek Zomerman	Welder
342		Daniel Zurcher	Appliance Service Technician

2007 Alberta Apprenticeship and Industry Training Scholarship Recipients

	Sponsor	Recipient	Trade
1	Al McCagherty Memorial Scholarship	Colin Skulmoski	Heavy Equipment Technician
2	Alberta Building Trades Council and Construction Labour Relations - An Alberta Association Scholarship	Cory Cochrane	Welder
3	Alberta Building Trades Council Scholarship	Derek Baldwin	Steamfitter Pipefitter
4		James McGonigal	Heavy Equipment Technician
5	Alberta Construction Association/Thygesen Apprenticeship Scholarship	Patrick Ashcroft	Machinist
6		Davin Bell	Motorcycle Mechanic
7		Michael Black	Power Lineman
8		Jeremy Bridge	Plumber and Gasfitter (B)
9		Dennis Cheng	Electrician
10		Aubrey Doerksen	Cabinetmaker
11		Graham Ellerman	Welder
12		Nathan Harris Still	Electrician
13		Jeff Johannson	Millwright
14		Jeffrey Kravic	Heavy Equipment Technician
15		David Melnychuk	Recreation Vehicle Service Technician
16		Emil Ohler	Sprinkler Systems Installer
17		Nathan Pear	Communication Technician
18		Derrick Petkau	Cabinetmaker
19		Derek Petruk	Plumber and Gasfitter (B)
20		Sven Heine Poulsen	Plumber and Gasfitter (B)
21		Troy J. Rhodes	Electrician
22		Patrick Steadman	Steamfitter Pipefitter
23		David Sugawara	Power System Technician
24		Zan Thorne	Carpenter
25		Brian Walker	Carpenter
26	Alberta Food Processors Association Stan Ballard Apprenticeship Fund Scholarship	Chad Harbour	Cook
27	Alberta Ironworkers Apprenticeship and Training Plan Scholarship	Charles Roberts	Ironworker
28	Albian Sands Energy Inc. Apprenticeship Scholarship	Cory Turpie	Electrician
29	Alex Munro Aboriginal Apprenticeship Scholarship	Marlo Cottrell	Floorcovering Installer
30	Algoin Metal Industries Ltd. Gino Bianchini Memorial Scholarship	Jodell Clingo	Sheet Metal Worker
31	Arpi's Scholarship	Victor Blake	Plumber and Gasfitter (B)
32	ATCO Power Ltd. Scholarship	Sheri Sullivan	Welder
33	Athabasca Oil Sands Project Excellence Scholarship	Anthony Johnson	Heavy Equipment Technician
34	AWMAC - Northern Alberta Chapter Scholarship	Mitchell Christophersen	Cabinetmaker
35	AWMAC - Southern Alberta Chapter Scholarship	Brian Salzgeber	Cabinetmaker

36	Bill (Curly) Watson Memorial Scholarship	Scott Curran	Electrician
37	Bird Construction Leadership Scholarship	Andrew Webb	Carpenter
38	Bob Stollery Apprentice Scholarship	Antonio Garcia	Millwright
39		Tyler Hessmann	Carpenter
40		Andrew Heyboer	Carpenter
41		Logan Jost	Bricklayer
42		Dustin Symes	Electrician
43	Boilermaker Apprenticeship Administration Agency Scholarship	Artur Sorokan	Boilermaker
44	Botting Group of Companies Scholarship	Lance Bell	Plumber and Gasfitter (B)
45	Bunch Welding Scholarship	Gerald Spence	Millwright
46	C.L. (Pat) Hill/ Charlton & Hill Ltd. Scholarship	S. Keith Funk-Froese	Sheet Metal Worker
47	Calgary Construction Association - Bob Scrimgemour Scholarship	Troy Garside	Welder
48	Calgary Construction Association - Greg Davidson Scholarship	Tyrill Robar	Sheet Metal Worker
49	Calgary Construction Association - Ken Kennedy Scholarship	Richard Behrendt	Sprinkler Systems Installer
50	Calgary Construction Association - Ken Trueman Scholarship	Angela Royal	Electrician
51	Calgary Construction Association - Pat Barry Scholarship	Richard Pow	Electrician
52	Calgary Motor Dealers Association Scholarship	Chris Epp	Automotive Service Technician
53		Emma Jean Schlote	Auto Body Technician - Auto Body Refinisher
54	Canadian Institute of Steel Construction - Alberta Region Scholarship	Jennifer Peressini	Welder
55	Canem Systems Ltd. Scholarship	Ehi Taranov	Electrician
56	Canyon Plumbing & Heating Ltd. Scholarship	Christopher McGowan	Plumber and Gasfitter (B)
57	Centaur Subaru Scholarship	Colin Searle	Automotive Service Technician
58	Charlton & Hill Ltd Scholarship	Bernard Hunt	Welder
59	Chemco Electrical Contractors Ltd. Scholarship	Colwin Cantello	Electrician
60	CLAC Scholarship	Troy Dooley	Electrician
61		Jeff Rasmussen	Steamfitter Pipefitter
62	Clark Builders Dave Wardrop Memorial Scholarship	Barry C. Walsh	Carpenter
63	Clearwater Welding & Fabricating Ltd. Scholarship	Ernest Herse	Welder
64	Clifford J. Williams Scholarship	Andrew Boxma	Plumber and Gasfitter (B)
65	Comstock Canada Scholarship	Kirban Nowrot	Plumber and Gasfitter (B)
66	Construction Labour Relations - An Alberta Association - R. Neil Tidsbury Scholarship	Conrad Lockhart	Millwright
67	Construction Labour Relations - An Alberta Association and Alberta Building Trades Council Scholarship	Mathew Ibach	Power Lineman

2007 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

68	Construction Labour Relations - An Alberta Association Scholarship	Tyrel Churko	Carpenter
69		Robert Dunstall	Instrument Technician
70		Michael French	Millwright
71	David Fagan Memorial Scholarship	Nicole Mazur	Welder
72	ECAA & North West Chapter Alberta Apprenticeship Scholarship	Paul Germain	Electrician
73	Edmonton Pipe Trades Educational Trust Fund Local #488 Scholarship	Jason Verth	Sprinkler Systems Installer
74	Edward R. Rewucki Scholarship	Samantha MacKenzie	Automotive Service Technician
75	Edwards Garage Scholarship	Daniel Hicks	Automotive Service Technician
76	Electrical Contractors Association of Alberta Scholarship	Robert Pierson	Electrician
77	EnCana Corporation Aboriginal Scholarship	Michael Alfred	Welder
78	EPCOR Aboriginal Scholarship	Paul Terry	Floorcovering Installer
79	ExxonMobil Canada Scholarship	Colin D. Simpson	Electrician
80	Ferguson Glass Scholarship	Kal Eschuk	Glazier
81	First Canadian Insurance Corporation Scholarship	Brendan Quinn	Automotive Service Technician
82	First North Catering Scholarship	Charles Essex	Cook
83	Fluor Constructors Canada Ltd. Scholarship	Matthew Anderson	Sprinkler Systems Installer
84		Tammy J. McAllister	Electrician
85		Kelly Warkentin	Plumber
86	G. Peterson Scholarship	Cordell Regnault	Machinist
87	General Presidents' Maintenance Committee Apprentice Scholarship	Ken Van Harburden	Bricklayer
88	Grande Prairie Auto Dealers Association Scholarship	Nitashia Schell	Automotive Service Technician
89	Heninger Toyota Scholarship	Christopher Lunden	Automotive Service Technician
90	IBEW Local #424/ ECAA Alberta Apprenticeship Scholarship	Brian Markley	Electrician
91	Industrial Contractors Association of Canada Scholarship	Rodney Roeske	Carpenter
92		Amanda Wheeler	Welder
93	Insulators' Training Trust Fund of Canada Scholarship	Christine Lintick	Insulator
94	Ironworkers Local #720 Scholarship	Michael A. Benjamin	Ironworker
95	J.B. (Bernie) Quinn Memorial Scholarship	John Saulnier	Steamfitter Pipefitter
96	Justin Slade Memorial Scholarship	Neil Sponagle	Ironworker
97	K. Hansen Mansonry Scholarship	Russell Joly	Bricklayer
98	KBR (Canada) Company Scholarship	Andrew Slobodian	Welder
99	Ledcor Industrial Scholarship	Eric Lund	Carpenter
100		Jason Mitchell	Ironworker - Structural/Ornamental
101	Lehigh Inland Cement Limited George Ritz and George Street Memorial Scholarship	Cary Lavoie	Welder
102	Lennox Canada Inc. Scholarship	Lance E Taylor	Sheet Metal Worker
103	M & M Dabrowski Scholarship	Jonathan Pouliot	Plumber and Gasfitter (3)

104	Masonry Contractors Association of Alberta Scholarship	Taryn de Vos	Bricklayer
105		Sean McKenzie	Bricklayer
106	Maxam Contracting Ltd. Scholarship	Wade Ruff	Refrigeration and Air Conditioning Mechanic
107	MDA Education Foundation Apprentice Scholarship	Nicholas Bell	Automotive Service Technician
108		Travis Epp	Automotive Service Technician
109		Alan Op den Dries	Automotive Service Technician
110		Carlos Robinson	Parts Technician
111	Mechanical Contractors Association of Alberta - Anderson Family Scholarship	Ron Voss	Plumber and Gasfitter (B)
112	Mechanical Contractors Association of Alberta - Cameron A. Wright Scholarship	Alain Rouleau	Plumber and Gasfitter (B)
113	Mechanical Contractors Association of Alberta - Frederick "Jack" Deeves Scholarship	Trent Chorney	Plumber and Gasfitter (B)
114	Mechanical Contractors Association of Alberta - Gary L. Ellenton Scholarship	Brent K. Fortin	Plumber and Gasfitter (B)
115	Mechanical Contractors Association of Alberta - George E. Kienitz Scholarship	Ian Saurial	Plumber and Gasfitter (B)
116	Mechanical Contractors Association of Alberta Scholarship	Michael Pye	Steamfitter Pipefitter
117		Eric Vanderhart	Gasfitter (B)
118	Medicine Hat Construction Association Scholarship	Jeremy McDowall	Plumber and Gasfitter (B)
121	Merit Contractors Association Scholarship - Civil	Mike Daradics	Heavy Equipment Technician Truck and Transport Mechanic
119	Merit Contractors Association Scholarship - Construction	Gregory R. Hillaby	Lather Interior Systems Mechanic
120	Merit Contractors Association Scholarship - Construction	Joseph Needham	Glazier
122	Merit Contractors Association Scholarship - Electrical/Mechanical	Grant Hamilton	Steamfitter Pipefitter
123	Merit Contractors Association Scholarship - Electrical/Mechanical	Caryn McMillan	Electrician
124	Neumann Plumbing '79 Scholarship	Reinhold Stoik	Plumber and Gasfitter (B)
125	PCAC Tradesperson Scholarship	Terry Courtney	Steamfitter Pipefitter
126	PCL Industrial Constructors Inc. Scholarship	Sheena Binette	Welder
127		Connor Martin	Welder
128		Mark G. Martinez	Steamfitter Pipefitter
129		Trevor Provick	Carpenter
130		Jamie Ryan	Carpenter
131	Plante, Nelson & Comfort Heating (1981) Ltd. Scholarship in Sheet Metal	Randall Mullin	Sheet Metal Worker
132	R. Tom Tilley Memorial Scholarship	Paul Kniel	Electrician
133	Ray Nor Painting & Decorating Ltd. Scholarship	Jason Billings	Painter and Decorator
134	Red Deer Construction Association Scholarship	Andrew Ramage	Sheet Metal Worker
135	Refrigeration and Air Conditioning Contractors Association of Alberta Scholarship	Kevin P. Dyck	Refrigeration and Air Conditioning Mechanic
136	S.E. Johnson Ltd. - Mechanical Contractors Scholarship	Dion Bergmann	Steamfitter Pipefitter
137	Schendel Mechanical Contracting Ltd. Scholarship	Jeffrey Lang	Plumber and Gasfitter (B)

2007 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

138	Scotiabank Dealer Finance Centre Scholarship	Cory Watts	Automotive Service Technician
139	Sheet Metal Contractors Association of Alberta Scholarship	Scott Wells	Sheet Metal Worker
140	Sheet Metal Workers' International Association Local #8 Scholarship	Matthew Spruyt	Sheet Metal Worker
141	Sinclair Supply Ltd. Scholarship	Todd Leland	Refrigeration and Air Conditioning Mechanic
142	Southland Transporation Ltd. Scholarship	David Gilmet	Heavy Equipment Technician
143	Spartan Controls Apprenticeship Award	Khoon Chan	Instrument Technician
144	Suncor Energy Inc., Oil Sands Scholarship	Ryan Eby	Instrument Technician
145		Timothy McLachlan	Electrician
146		Kayla Needham	Welder
147		John W. Watson	Instrument Technician
148	Supreme Steel Scholarship	Jamelle Alexander	Welder
149		Keith Froese	Structural Steel and Plate Fitter
150		Robert Kuipers	Welder
151	Syncrude Aboriginal Scholarship	Eric Eby	Heavy Equipment Technician
152	Syncrude Canada Ltd. Scholarship	Adam Sawchuk	Electric Motor Systems Technician
153	Tarpon Energy Services Electrical Scholarship	Russ Sundsten	Electrician
154	Tarpon Energy Services Instrumentation Scholarship	Ryan Sinfield	Instrument Technician
155	Tarpon Energy Services Welding Scholarship	Scott Henderson	Welder
156	Thompson Family Foundation Scholarship	Philip Levesque	Carpenter
157	TIAA Insulator Scholarship	Thomas Coates	Insulator
158	TransCanada Scholarship	Shawn Bundy	Heavy Equipment Technician
159	Trotter and Morton Scholarship	Tao Jiang	Steamfitter-Pipefitter
160	U.A. Local #496/ Piping Industry Training School Scholarship	Tyler Desjarlais	Plumber and Gasfitter (B)
161	UNITE HERE Local #47 Scholarship	Caitlin Passey	Baker
162	United Association of Plumbers & Pipefitters Local #488 Scholarship	Ivory-Lyn MacGregor	Steamfitter-Pipefitter
163	United Association of Plumbers & Pipefitters Local #488 Supplementary Benefit Trust Fund Scholarship	Gordon Gerbrandt	Steamfitter-Pipefitter
164	Vulcan International Excellence in Trades Scholarship	Kort Mack	Instrument Technician
165	W. Kirkpatrick Family Scholarship	Michael Gordon	Carpenter
166		John Klassen	Carpenter
167		Gregory Oliver	Carpenter
168	W. Pidhirney Welding Ltd. Pipefitting Scholarship	Paul Rejent	Welder
169	Waiward Steel Fabricators Ltd. Scholarship	Barney Chanyi	Welder
170		Adam Foyle	Ironworker
171		Alexei Samoilov	Welder
172	Wilf Duke Memorial Scholarship	Michelle Whiffin	Steamfitter-Pipefitter

173	Apprenticeship and Industry Training Board Scholarship	Aaron Addison	Electrician
174		Aramis Aguilar	Welder
175		Matthew Allan	Automotive Service Technician
176		Brendon Anderson	Electrician
177		Ted Armstrong	Automotive Service Technician
178		Mark Aschenmeier	Millwright
179		Ryan Baker	Heavy Equipment Technician
180		Cameron Braun	Heavy Equipment Technician
181		Marcel Bruyere	Electrician
182		Andrew Budd	Plumber and Gasfitter (B)
183		Thomas Carey	Machinist
184		Joseph Clark	Electrician
185		Jesse Cooling	Auto Body Technician - Auto Body Repairer
186		Roy Cottle	Electrician
187		Jeffrey Crush	Millwright
188		William Dunstall	Instrument Technician
189		Wesley Ensz	Carpenter
190		Craig D. Erichsen	Electrician
191		Todd Field	Parts Technician
192		Jason Friesen	Electrician
193		Francis Gobeil	Heavy Equipment Technician
194		Cody Gordon	Insulator
195		Daniel Green	Auto Body Technician Auto Body Refinisher
196		Rafal Gruszka	Electrician
197		Dann Horbach	Plumber and Gasfitter (B)
198		Taiotekane Horn	Electrician
199		Theodore Johnson	Heavy Equipment Technician
200		Sheryl Jones	Landscape Gardener
201		Kristi Kreamer	Hairstylist
202		Cornell Kuntz	Plumber and Gasfitter (B)
203		Aaron Larsen	Automotive Service Technician
204		Jeffrey Lehman	Electrician
205		Jennifer Lewis	Electrician
206		Graeme D. Lindsay	Automotive Service Technician
207		Samantha T. Lipinski	Hairstylist

2007 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

208	Apprenticeship and Industry Training Board Scholarship	Darin Loewen	Agricultural Equipment Technician
209		Michael Lundstrom	Electrician
210		Reginald D. Maddocks	Agricultural Equipment Technician
211		John Andrew Marchbank	Instrument Technician
212		Charlotte Martinoski	Electrician
213		Jaron Maxwell	Parts Technician
214		Henry Mazur	Concrete Finisher
215		Shawn McDermid	Electrician
216		Brandon McIntyre	Electrician
217		Falk Moehrle	Machinist
218		Nicholas E. Monaghan	Automotive Service Technician
219		Jordan Monk	Sheet Metal Worker
220		Kimberley Munchrath	Machinist
221		Lyle Nadon	Machinist
222		Timothy Nelson	Electrician
223		Ashton Parry	Baker
224		Tony J. Robinson	Electrician
225		Junko Sadahiro	Baker
226		Ernest Stromberg	Recreation Vehicle Service Technician
227		Jared Thome	Machinist
228		Dirk Vis	Electrician
229		Gene Wallis	Electrician
230		Laura A. Whittaker	Parts Technician
231		Matthew Yackulic	Electrician
232		Natasha Yaworski	Painter and Decorator

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